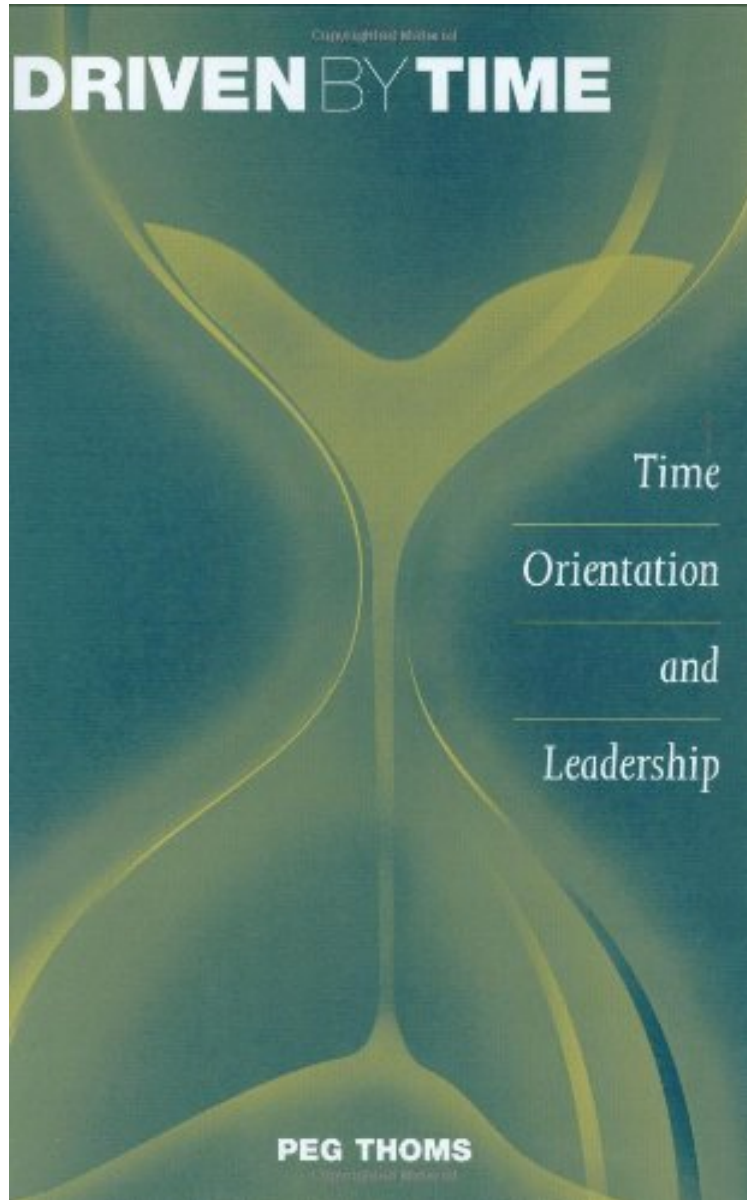


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## Driven by Time: Time Orientation and Leadership

*Peg Thoms*

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**Peg Thoms : Driven by Time: Time Orientation and Leadership** before purchasing it in order to gage whether or not it would be worth my time, and all praised Driven by Time: Time Orientation and Leadership:

Organizations consist of people with different orientations toward time. Each type of person makes his or her own contribution and has unique limitations. The most effective leaders understand and recognize the differences in the

way people feel and think about time and use them in constructive ways. Literally, they have good timing. This book explains the concept of temporal alignment and explores ways to enhance one's skills based on a solid understanding of this important component of leadership. Time matters to leaders. They worry about the past, present, and future, but most lean heavily in one direction, becoming past-, present-, or future-oriented. This bias is associated with strengths that we can effectively use and weaknesses that can hinder us. Different situations require different time orientations. If we are aware of our time orientation or temporal alignment, we can begin to mind our time and grow attuned to the appropriate orientation for each situation. This book explains that when leaders develop an understanding of temporal alignment, they can accurately anticipate the alignment required by each circumstance and find ways to behave appropriately—even when the leader's personality does not fit the situation.

About the Author PEG THOMS is Associate Professor of Management at Penn State Erie, the Behrend College, where she is also Director of the MBA Program. She conducts research and has published in the areas of leadership vision, time orientation, leadership development, and self-managed work teams. She has consulted to various organizations in the manufacturing, health care, insurance, retail, and banking industries.