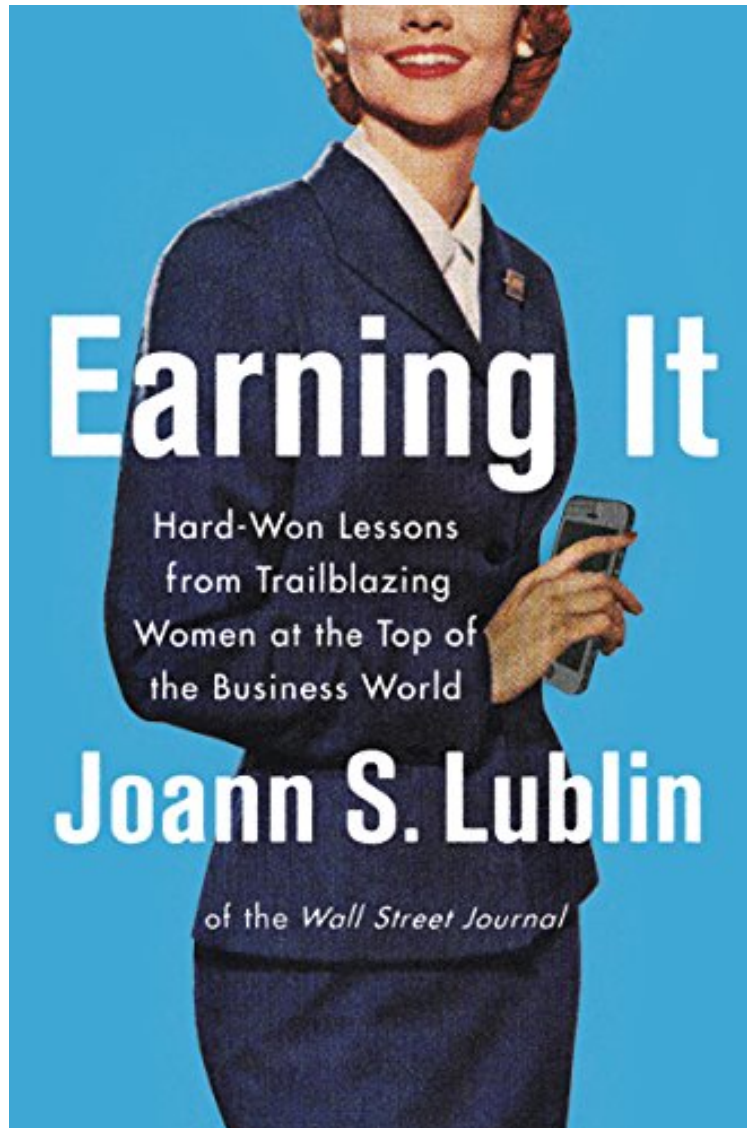


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## Earning It: Hard-Won Lessons from Trailblazing Women at the Top of the Business World

*Joann S. Lublin*

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**Joann S. Lublin : Earning It: Hard-Won Lessons from Trailblazing Women at the Top of the Business World** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Earning It: Hard-Won Lessons from Trailblazing Women at the Top of the Business World:

5 of 5 people found the following review helpful. Should Be Required Reading for All Men By Robert B. Lam In the interest of full disclosure, I have known Joann Lublin for more than 10 years. She is a tenacious reporter, and on

occasion we have butted heads, but I respect her toughness and persistence and, perhaps most important, her writing ability. Second, also in the interest of full disclosure, I am a staunch advocate of women's advancement in boardrooms and C-suites. I am the father of three daughters, which no doubt colors my views, but I've also had sufficient experience with female executives and board members to know that they're not just as good as men; they're often better than men. I'll save the explanation of those views for another day. At any rate, I note these facts because while I don't think they color my views, I can't rule that out. That said, Ms. Lublin's book is enlightening, infuriating and inspiring. Her anecdotes of women's difficulties in getting into the "corner office" (as she repeatedly calls it) demonstrate how stupid male executives and board members can be. However, some of these anecdotes demonstrate that there are some very wise and good men, too, who have mentored women and helped them to achieve great success in business and otherwise. What I really like about the book is that Ms. Lublin does not adopt a one-size-fits-all approach to how women have gotten ahead in business. Different women have different and sometimes inconsistent approaches. I also like the fact that she weaves her own story into the book -- not in an obtrusive or self-involved way, but enough to let us know that the stories she conveys are not just what she's heard; they're what she's lived. There are a couple of irritating things in the book. For example, one reviewer has rightly noted that almost every time she refers to one of her interviewees, she reminds us of her title/positions, as if we've never heard of her before. That's annoying, but on the other hand it's great if you decide to read the book over time and can't remember who's who. If you are a woman who's had dealings -- successful or otherwise -- in the business world, this book is must reading. If you're a man, it should be required reading. 3 of 3 people found the following review helpful. Learning It By S. Smith, Executive Consultant As an executive consultant and coach, I recognize the power of learning from peers, role models and mentors. Earning It takes this to the next level and provides a tremendous advantage to readers by expanding our access to career lessons from extraordinary leaders we may not have otherwise met, listened to or read about. Because it is so clearly organized by themes relatable to our own careers, the content is empowering rather than daunting. The combination of perspectives, revealing anecdotes and chapter-end highlights makes the advice applicable to professionals at any stage in their careers. I've recommended and discussed these topics with a millennial in context of emulating her boss's boss, a corporate Board member expanding his speaking on mentorship and a female CEO reflecting on her transition to her current leadership role. I've already gone back to several chapters to reference the examples, quotes and directives Ms. Lublin presents. After reading this book, keep it close at hand. You'll be returning to it again for reference and sharing the insights before you know it - likely many times in multiple contexts. 3 of 3 people found the following review helpful. Ms. Lublin challenges us to be and do better... By Linda K. Stroh, PhD "Earning It," by Joann Lublin, is a great read for anyone--male or female. My favorite parts of the book are the "Leadership Lessons" at the end of the chapters. These lessons learned will help those interested in understanding more about delicate workplace conflicts, the importance of mentors and our role in helping them be better mentors to us, dealing with dual careers and in particular women's struggles and successes in reaching the top of any organization. If, like me, you have enjoyed following Joann Lublin's writings and career, you will find this book a must read. Once again, Ms. Lublin demonstrates her ability to bring real life stories to the forefront of our lives, forcing us to face our own hypocrisies, shortcomings and challenging us to be and do better.

More than fifty trailblazing executive women who broke the corporate glass ceiling offer inspiring and surprising insights and lessons in this essential, in-the-trenches career guide from Joann S. Lublin, a Pulitzer-Prize winning journalist and management news editor for *The Wall Street Journal*. Among the first female reporters at *The Wall Street Journal*, Joann S. Lublin faced a number of uphill battles in her career. She became deputy bureau chief of *The Wall Street Journal's* important London bureau, its first run by women. Now, she and dozens of other women who successfully navigated the corporate battlefield share their valuable leadership lessons. Lublin combines her fascinating story with insightful tales from more than fifty women who reached the highest rungs of the corporate ladder--most of whom became chief executives of public companies--in industries as diverse as retailing, manufacturing, finance, high technology, publishing, advertising, automobiles, and pharmaceuticals. Leaders like Carly Fiorina, former CEO of Hewlett-Packard, as well as Mary Barra, CEO of General Motors, and Brenda Barnes, former CEO of Sara Lee, were the first women to run their huge employers. Earning It reveals obstacles such women faced as they fought to make their mark, choices they made, and battles they won--and lost. Lublin chronicles the major milestones and dilemmas of the work world unique to women, providing candid advice and practical inspiration for women of all ages and at every stage of their careers. The extraordinary women we meet in the pages of Earning It and the hard-won lessons they share provide a compelling career compass that will help all women reach their highest potential without losing a meaningful personal life.

"Lublin and the women she spoke to are insightful about their good choices and frank about their mistakes, which makes this essential reading for anyone who has a job, with illuminating stories and practical advice on every page." -- (Nell Minow, Vice Chair, ValueEdge Advisors) "Lublin provides important insights from more than 50 successful women executives, providing practical advice for future executives. I will make sure all three of my daughters read

it." --(Harry M. Jansen Kraemer, Jr., professor, Northwestern Kellogg School of Management; former chair and CEO, Baxter International; and best-selling author, *From Values To Action* and *Becoming the Best*)"Every woman can rise. Reflect on down to earth advice from those who have blazed the trail." --(Ram Charan, coauthor of the bestselling book *Execution the Discipline of Getting Things Done*, and author of *The Attackers Advantage*)"Deeply personal stories of top female CEOs and advice make *Earning It* a must read for women at all stages-and for men who want to help women succeed. Lengthy and loud applause for Lublin and these CEOs for sharing so much to help others." --(Dr. Dee Soder, Founder, CEO Perspective Group)"In breadth and depth, nothing can match Joann's work on what it takes for women to climb to corporate heights in America. Her learnings from these 52 remarkable leaders are stories of defiance, resilience and courage. Joann's own life experiences enrich these stories. Very inspiring for all!" --(Fred Hassan: Managing Director, Warburg Pincus. Former Chairman and CEO, Schering-Plough Corp., (2003-2009), Former Chairman and CEO, Pharmacia (2000-2003), Former CEO, Pharmacia and Upjohn (1997-2000))"The women interviewed here, many of whom report similar obstacles, come across as trailblazers who have showed great courage in the face of great odds.... readers looking for stories from women who have succeeded in spite of sexism will find a plethora here." --(Publishers Weekly)"Funny and informative for any aspiring executive." --(Fortune)"Taken one chapter at a time, this is a very engaging work of journalism, rich with anecdotes that will enjoy many repeat appearances on the lecture circuit. In its totality, though, the book is something bigger. It's a work of history, reminding us how far we've come in the past 40 years, and how much more work is left to be done." --(Forbes)"Like being at the ultimate career conference." --(Cosmopolitan)"Prepare to be inspired and impressed." --(Working Mother)"[*Earning It*] offers fresh insights into women in the workforce." --(Booklist)"Lessons are to be learned, but Lublin, a first-rate writer, makes the stories of this 'unique elite' a pleasure to read. " --(Success)From the Back CoverMore than fifty trailblazing executive women who broke the corporate glass ceiling offer inspiring and surprising insights and lessons in this essential, in-the-trenches career guide from Joann S. Lublin, a Pulitzer Prizemdash;winning journalist and management news editor for the Wall Street Journal.Among the first female reporters at the Wall Street Journal, Joann S. Lublin faced a number of uphill battles in her career. She became deputy bureau chief of the Journal's important London bureau, its first run by women. Now she and dozens of other women who successfully navigated the corporate battlefield share their valuable leadership lessons.Lublin combines her fascinating story with insightful tales from more than fifty women who reached the highest rungs of the corporate ladderdash;most of whom became chief executives of public companiesdash;in industries as diverse as retailing, manufacturing, finance, high technology, publishing, advertising, automobiles, and pharmaceuticals. *Earning It* reveals the obstacles faced by leaders like Carly Fiorina, former CEO of Hewlett-Packard; Mary Barra, CEO of General Motors; and Brenda Barnes, former CEO of Sara Lee, the choices they made, and the battles they wondash;and lostdash;as they fought to make their mark.The extraordinary trailblazers you meet in the pages of *Earning It* and the hard-won lessons they share provide a compelling career compass that will help you reach your highest potential without forgoing a meaningful personal life.About the AuthorJoann S. Lublin is management news editor for the Wall Street Journal and works with reporters in the US and abroad. She frequently appears at conferences to discuss leadership, executive pay, and corporate governance. She created the Journal's first career advice column in 1993 and shared its 2003 Pulitzer Prize for stories about corporate scandals. She earned a bachelor's degree in journalism with honors from Northwestern University and a master's degree in communications from Stanford University. She lives in Ridgewood, New Jersey.