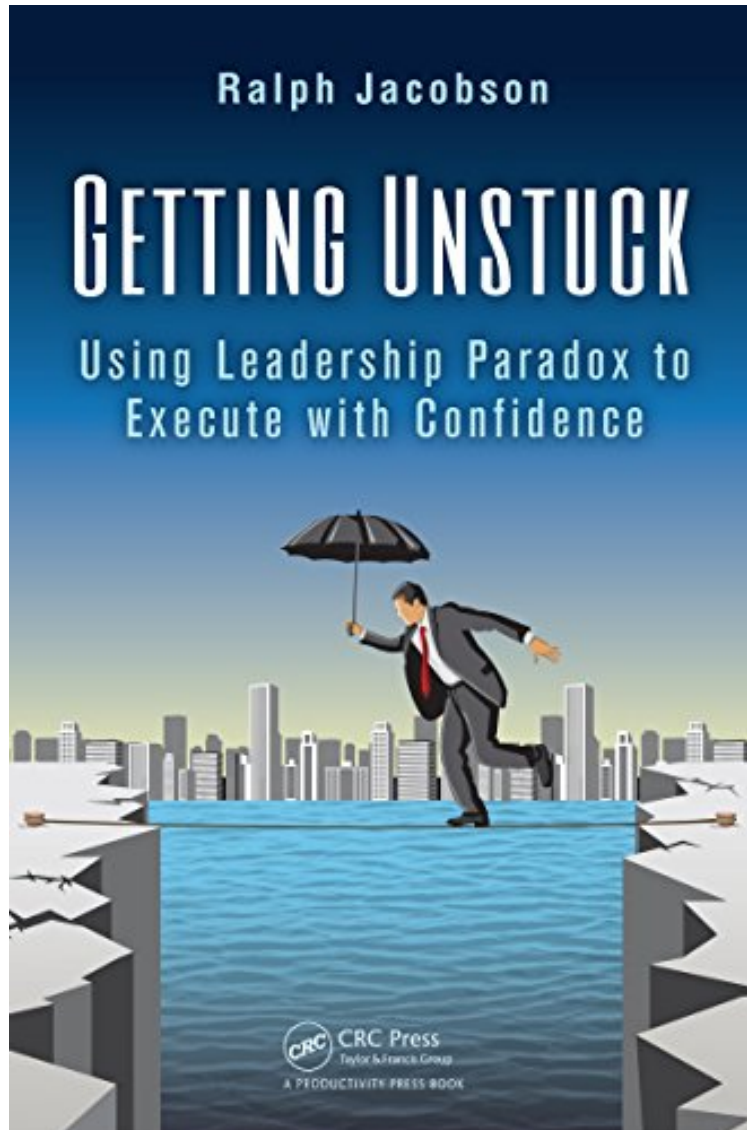


(Download pdf ebook) Getting Unstuck: Using Leadership Paradox to Execute with Confidence

Getting Unstuck: Using Leadership Paradox to Execute with Confidence

Ralph Jacobson

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Ralph Jacobson : Getting Unstuck: Using Leadership Paradox to Execute with Confidence before purchasing it in order to gauge whether or not it would be worth my time, and all praised Getting Unstuck: Using Leadership Paradox to Execute with Confidence:

0 of 0 people found the following review helpful. Read This! By Rebecca Henderson Psychologist Dr. Ralph Jacobson has integrated many facets of his life's work in "Getting Unstuck". An easy, but very significant read, Dr. Jacobson invites us to look at paradoxes in leadership in a different way from what most of us are accustomed. The examples

that Dr. Jacobson provides throughout the book are unparalleled and are easy for leaders to relate to in our quest to become better leaders. "Getting Unstuck" has earned a prominent place in my bookshelves. 1 of 1 people found the following review helpful. Surprisingly captivating
By Bruce A. Seaman Ph.D. When it comes to books purporting to foster leadership, creativity, and management skills, I always assume the worst- pabulum bordering on fraud. But the notion of clarifying and then exploiting the rarely emphasized distinction between problems and paradoxes naturally appealed to my sense of irony and drew me into a book I had no real intention of thoroughly reading. With entertaining chapter heading quotations, periodically playful graphics, better than expected real-world examples, insightful observations about the risks of collaboration, useful extensions of the common organizational model classifications, and a reminder to accept rather than fight the inevitability of ambiguity, this is that rare book on management: one worth reading. Ralph Jacobson has a solid track record of helping people and organizations to do things better. His pulling together those many years of experience into this book is well worth the time investment.
Bruce A. Seaman, Ph.D. Associate Professor of Economics Andrew Young School of Policy Studies Georgia State University Atlanta, GA 30303
0 of 0 people found the following review helpful. Clarity and perspective around paradoxical challenges
By hlxlxl Ralph Jacobson brings unusual clarity and fresh perspective toward some of the most vexing issues we face in our lives ndash; situations which seem to have no clear solutions. The author provides insights that can only come from deep reflection on the nature of practical issues that face leaders when navigating uncertainty and working through paradoxical problems that involve a dynamic tension between opposing perspectives. This book is not meant to be read from start to finish, necessarily. The first chapter frames the key differences between problems that have solutions, and paradoxes that require a balancing of perspectives. The remaining chapters can be read in any order, depending on the challenges that the reader wishes to address. For the leader who is perplexed by persistent challenges that defy clear resolution, Getting Unstuck is an excellent resource for working through organizational changes and culture shifts that allow forward motion in the face of uncertainty and ambiguity.

Humans are naturally wired to solve problems. Implement the right solutions and the problems generally go away. Paradoxes are quite different. They consist of opposites that do not appear to be able to coexist, but must. Most of the issues that keep organizations from achieving strategic success are not problems, they are paradoxes. Practical approaches to address our most important paradoxes do exist. By reading this book you will learn how to address the paradoxes commonly encountered in organizations and in life. Getting Unstuck: Using Leadership to Execute Paradoxes with Confidence will teach you how to balance key paradoxes to achieve greater long-term growth and enhanced sustainability than those who rely on financial data and problem solving methods alone. It addresses the issues that are the most troublesome to people and the organizations they work for. Describing how to think and work more strategically, the book introduces the language and tools you need to share innovative approaches to dilemmas within your organization and to develop better working relationships, both internally and externally. It provides a practical and powerful platform to help you develop new possibilities and achieve your strategic objectives. You will learn how to see conflict with a fresh set of eyes, how to redefine your roles, and how to become more effective professionally and personally. If you have experienced trouble implementing strategic objectives, difficulties getting people from different parts of your organization to work together; if you want to achieve a higher level of success, if you feel stuck, then read this book. Filled with examples of real-world paradoxes, it supplies valuable insights into the root causes of workplace conflicts to help you execute change with greater confidence and effectiveness.

Once again, Jacobson has nailed itndash; here he illuminates perhaps the single most important management concept that most have ignored. He sees paradox as a defining constant in all organizations, and then provides the tools that help leaders recognize, understand, communicate and manage paradox in their organizations, and in their personal lives. David E. Longnecker, MD, Robert D. Dripps Professor Emeritus, University of Pennsylvania former Director, Health Care Affairs, Association of American Medical Colleges
Navigating paradoxes is the essence of this delightful book that elegantly describes the complexity of paradoxes and then offers a progressively layered approach on how to successfully navigate paradox on several levels. The reader immediately resonates with the material and examples offered; the author's ability to offer pragmatic solutions is based upon proven, successful approaches in the real world. Peter Angood, CEO, American College of Physician Executives
Successfully managing in this complex, constantly changing environment requires leaders to be comfortable with ambiguity and to possess high levels of agility and dexterity. This is one of the few leadership books that provides truly practical principles and tools that make it easier for leaders to achieve their strategic objectives. It provides a new perspective on conflict, innovation, and change that enables leaders to work through issues which defy resolution, yet are critical for professional and organization success. Stephen J. Kontra, Vice President, Global Learning Development, Pfizer Inc. I love this book. It is perfect. We spend half our lives looking for solutions to lifersquo;s paradoxes. If you want a really clear understanding how to change and grow, than this is the book for you!! Paul Grundy, MD, MPH, FACOEM, FACPM, founding President of the Primary Care Patient Centered Collaborative and IBM's Director of IBM Global Healthcare Transformation I wish I had read this book 20 years ago and avoided wasting my time trying to solve

problems when the challenge was a paradox. This is the only book that gets to the heart of insolvable problems and provides a path for resolution. Don Ledbetter, Corporate Director of Management and Organizational Effectiveness, L-3 Communications In his new book, *Getting Unstuck: Using Leadership Paradox to Execute with Confidence*, Ralph Jacobson explains that your toughest problem might not be a problem at all, but rather it's a paradox. ... A paradox is a situation that has at least two competing sides, and may appear as a contradiction. It has two polarities that can be both right and wrong at the same time. ... Jacobson's breakthrough book gives us tools to achieve higher levels of success, both professionally and personally as we find ways to balance the competing sides of our toughest issues. Kevin Kruse, writing on Forbes.com View the full review at:

<http://www.forbes.com/sites/kevinkruse/2013/09/09/how-leaders-use-the-paradox-secret-to-solve-tough-problems/>About the Author Ralph Jacobson is the founder of The Leader's Toolbox, Inc., an organization focused on helping individuals, companies, and communities tackle their most critical challenges. Recognizing the limits of conventional leadership development and change management processes, he developed a counterintuitive, yet powerful, approach to implementing change in his previous book, *Leading for a Change: How to Master the Five Challenges Faced by Every Leader*, which was recognized by mgeneral.com as one of the top business books in 2000. Ralph also serves as adjunct faculty for The Physician's Leadership College. His writing has appeared in a number of prestigious publications including *American College of Physicians Journal*, *Human Systems Management*, *Chief Executive Officer Magazine*, *Chief Learning Officer Magazine*, and *American Management Association*. For the last 7 years he has been ranked in the top 10 independent leadership developers, coaches, and consultants by *Leadership Excellence Magazine*. His work has been utilized in healthcare, corporate, and government settings to make it easier for organizations to achieve their strategic objectives and sustain their success in the midst of turbulent times. Ralph holds advanced degrees in psychology and human resources from The Ohio State University and the University of Minnesota.