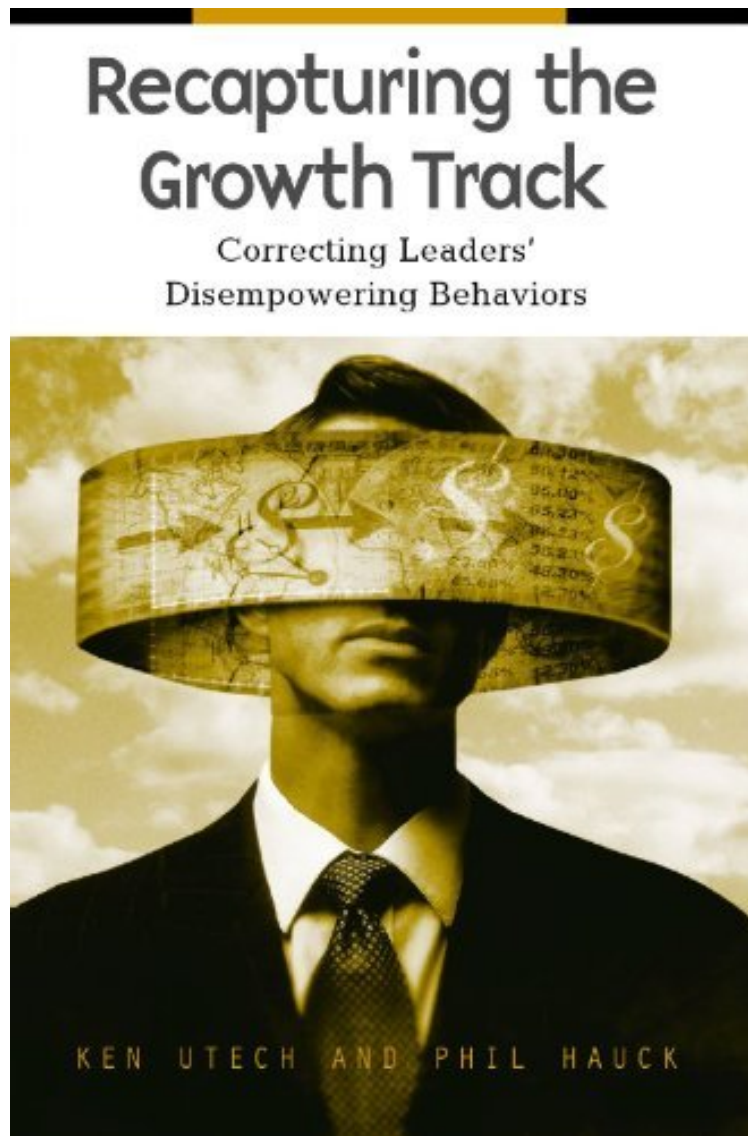


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# Recapturing the Growth Track: Correcting Leaders' Disempowering Behaviors

*Kenneth G. Utech, Philip C. Hauck*  
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0 of 0 people found the following review helpful. CEO's - This book will challenge you!!! YOU have to grow!!By GaryI have personally read this book from cover to cover and believe me it is awesome!! Mr. Utech tells business owners/executives how to recapture the efficiency, energy, and drive that your company used to have when it was

smaller and younger. This is not a gimmicky "system" or "process" that probably won't help you anyway. This is a PROVEN way of allowing people at all levels in your organization to COMMUNICATE effectively and extremely honestly so as to promote a positive accountability. Lack of proper communication and accountability saps efficiency by promoting dissatisfaction and a culture of blaming others. This program restores that lost efficiency and competitiveness that every company needs. Don't buy this book if you want a magic miracle cure. This book will show you the way by challenging you, as the leader, to grow and to change your disempowering ways. This book is all about personal growth that leads to business growth—this book will deeply challenge you! I guarantee you that you've never seen these ideas before (unless you are in one of the companies that are now market leaders after having hired Mr. Utech as a consultant.) I don't know why we have never thought of this before. If you implement these ideas now you will be ahead of the curve because in a couple of years everyone worldwide will be talking about the "Utech Cure".

2 of 3 people found the following review helpful. From The Authors By Philip C. Hauck Virtually every manager and CEO wonders why his or her organization doesn't perform better ... like it used to! What's gone wrong? When, despite using all the cutting-edge techniques, effectiveness has gone stale, the authors contend the malaise probably rests with how the leaders are inadvertently behaving ... causing an unclear, unfocused, sub-energized organization. What worked before (when challenges were less complex) no longer does. It's not a case of just "doing differently." It's a need for the CEO to better understand his/her drivers because they're being perceived with ambivalence. These drivers aren't the normal ones like integrity, quality and responsiveness. Rather they are even deeper, more personalized. They derive from old fears, past successes, and major aspirations. This How To, easy-to-read book helps the CEO and his/her organization learn what these inherent drivers and especially their limitations are ... and then model the key leadership trait of vulnerability so that others want to help them ... and their peers ... succeed! They see a leadership team more in sync, as well as how their own skills are critical to creating success. They then model this new behavior themselves, holding each other accountable, practicing a self-actualizing peer dynamic rather than a controlling boss-subordinate one. This book describes a process which will ensure better execution, more motivated employees, higher productivity, more new ideas, more satisfied customers, and increased profits.

1 of 1 people found the following review helpful. Great Book for CEOs and Those Who Seek to Influence Them By Garold L. Markle Recapturing the Growth Track is a practical, step-by-step guide to making change happen starting at the very top of an organization. It is written directly to leaders of entrepreneurial organizations who have hit the proverbial wall. It teaches them to look in the mirror to find the ultimate source of most growth stoppages. It gives them a paved road, not a trail of breadcrumbs, to navigate their way out of the woods. As an organizational consultant and executive coach, I found the book very helpful in structuring my thinking around change activities. I felt that the authors were generous in sharing every ingredient in their secret formula for successful executive-level interventions. Recapturing the Growth Track is a valuable addition to my business library. It is a book that I will not only read but consult.

This book answers the question virtually every manager and most CEOs are asking: Why doesn't this organization perform better? To re-energize their companies, CEOs must understand the source of their inconsistent behavior by examining their true driving values, working with managers and employees to raise and resolve issues sooner, setting goals and personal development plans, and more. Virtually every manager and CEO wonders why his or her organization doesn't perform better. What's wrong at the top? When effectiveness has gone stale despite using all the cutting-edge thrusts, the malaise's source is how the leaders are inadvertently behaving. What worked before when the company was smaller and its challenges were less complex doesn't work anymore, because the leader's foibles—once endearing and excusable idiosyncrasies—now create a lack of clarity and focus that lead to an ineffective, disempowered, lethargic organization. The problem is that the CEO is behaving inconsistently with the stated vision, decisions, and values of the organization. As CEO, you can't act consistently unless you know what your true driving values are. These are driven by old fears, successes, or aspirations, which motivate your behavior every day, in calm and crisis. You and your organization need to know what they are, and this book will help you define them. Once you know what they are, you need help in developing consistent behaviors around them. That requires vulnerability, which is a critical and often misunderstood leadership trait. When you ask for help, others are more willing to assist you in accomplishing necessary goals. This process gives rise to a shared fate and shared reward program, in which team members hold each other responsible by virtue of the peer dynamic, rather than a superior-subordinate one. This book describes how such a process can and must be done to ensure better execution, motivated employees, satisfied customers, and higher profits.

About the Author KEN UTECH is a Principal in Utech Consulting, Inc. where he thrives on helping CEOs and their management teams change their behaviors so they impact their organizations more productively. He has perfected his techniques over the past decade with more than 50 companies ranging in size from 50 employees to 5,000 employees. His current work grew naturally out of his background as a social worker helping dysfunctional families, which led him to set up Employee Assistance Programs. PHIL HAUCK is a Principal in Counselor Enterprises and TEC, and he coordinates three TEC CEO Groups with more than 35 members as well as a group of Senior Marketing

Executives. He is a former reporter for the Wall Street Journal who spent 15 years as a retail operations executive and then as publisher of business technique newsletters.