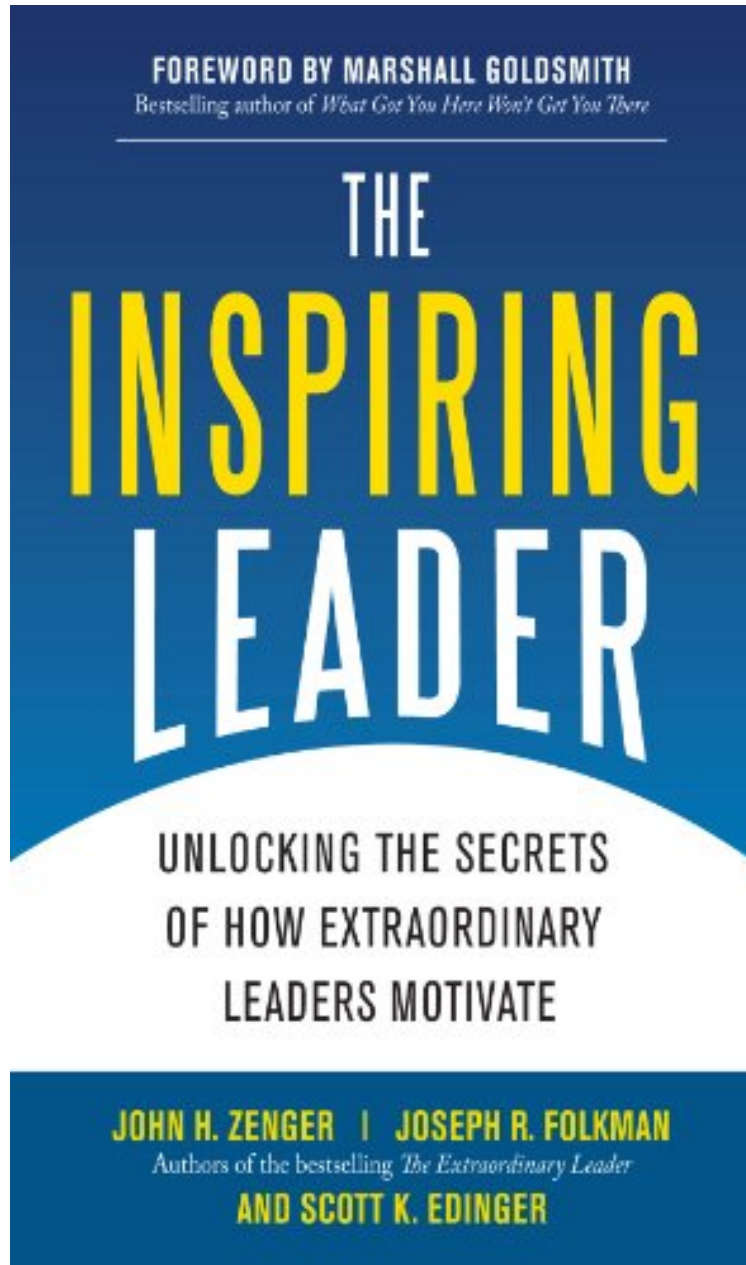


(Download pdf ebook) The Inspiring Leader: Unlocking the Secrets of How Extraordinary Leaders Motivate

The Inspiring Leader: Unlocking the Secrets of How Extraordinary Leaders Motivate

John H. Zenger

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John H. Zenger : The Inspiring Leader: Unlocking the Secrets of How Extraordinary Leaders Motivate before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Inspiring Leader: Unlocking the Secrets of How Extraordinary Leaders Motivate:

1 of 1 people found the following review helpful. An Extraordinary Book on Leadership By Jim Clemmer This is an extraordinary book on leadership from the experts in extraordinary leadership. In 2002, legendary training and development expert Jack Zenger (he's been given numerous international awards and citations) and Joe Folkman (renowned psychometrician with extensive expertise in survey research and leader assessments) published their groundbreaking book *The Extraordinary Leader: Turning Good Managers into Great Leaders*. That book was based on their extensive database of more than 200,000 multi-rater or 360-degree feedback reports describing 20,000 managers. It became the foundation for Zenger Folkman's thriving leadership development and consulting firm. *The Inspiring Leader* draws from this deep well of research to bring an evidence-based or hard scientific approach to the very soft issue of inspirational leadership. There are countless opinions, platitudes, theories, anecdotes, and leadership models competing for attention today. Periodically I search for an update on how many leadership books are available. Today's search shows over 50,000! What's refreshingly unique about all of Zenger Folkman's books and services is their very powerful combination of solid research, building on strengths, and practical how-to applications. As they write in Chapter One, "this book is not a creation of ideas for how leaders inspire. Rather, it provides you with a discovery of what the best leaders around the world do to inspire and motivate others." *The Inspiring Leader* emerged from Zenger Folkman's ongoing analysis of their extraordinary leader database in answer to the question "So if I have to choose one thing to work on, what should it be?" A deeper look at their leadership research led to the conclusion; "that there was one leadership competency that deserved some special attention. It was 'inspires and motivates to high performance.'" This proved to be the most powerful predictor of anyone being seen as an extraordinary leader from their empirical field of 16 leadership competencies. Tens of thousands of frontline staff and team members resoundingly identified this competency as the one they wanted most in their leader. It was also the competency most associated with high levels of employee engagement, and "consistently the most highly correlated with those employees who would recommend the organization to a friend, seldom thought about leaving, and were willing to go the extra mile." As the Zenger Folkman team sifted and sliced their leadership data on inspirational leadership they identified three attributes forming the cornerstone for inspiring and motivating others: 1. Role Model; 2. Change Champion; and 3. Initiator. After showing the impact of each of these attributes, the section of the book provides a series of practical steps on behaviors and actions leaders can take to strengthen all three. Their chapter on "Using Emotion: The DNA of Inspiration" aligns very well with the growing research on Emotional Intelligence. Once again, the authors move from insightful understanding to application. As with most of the other chapters, this one ends with bulleted and very helpful Steps to Take. The largest part of *The Inspiring Leader* are chapters on six core leadership behaviors that inspire and motivate: 1. Setting stretch goals 2. Creating vision and direction 3. Communicating powerfully 4. Developing people 5. Being collaborative and a good team player 6. Fostering innovation Each chapter explains and illustrates the leadership behavior and provides examples, keys, processes, and how-to steps. One of the final chapters on "Most Common Mistakes in Inspiring Others" is built around a top ten list of uninspirational behavior. This is a rare gem buried in the growing pile of leadership books. Like a precious gem its value comes from its rarity. *The Inspiring Leader* uniquely and powerfully combines research on what the most inspiring leaders actually do, insightful examples, short, pithy, bite-sized sections in simple and very readable language, and how-to, practical steps to move you from inspiration to application. Highly recommended.

1 of 1 people found the following review helpful. Exceptional book By AR While I was initially a bit skeptical about this book after reading *Extraordinary Leader* (which was great!), it appeared to be a really exceptional book - the authors did a great job (again!) in demystifying inspiration and breaking this down into simple and manageable components based on data and facts. It is not just another leadership - it is informative, fact-based, very well structured, logical and what I found most helpful (at least for myself) - it is actionable. I don't want to say that you could just turn on the "inspiration switch" right after you've read it, however by providing a deeper understanding of the nature of inspiration and its components, which are manageable, the authors inspire you for action.

0 of 0 people found the following review helpful. Not a bad book. Not in my top ten favorites but ... By Jo B. Not a bad book. Not in my top ten favorites but I do keep it handy for my sales team and make references to it with snippets for them to read from time to time. A good reminder that leadership is more than what meets the eye.

In their bestselling work *The Extraordinary Leader*, performance thought leaders John Zenger and Joseph Folkman revealed the 16 key competencies that separate the top 10 percent of leaders from the rest. Since that book's publication, they and coauthor Scott Edinger discovered, through an extensive study conducted over four years, that leaders who possessed the ability to inspire and motivate outperformed all others. The authors found that the impact of inspiring and motivating others is consistent across different kinds of organizations and within different cultures. *The Inspiring Leader* reveals the authors' newest proprietary research on how top leaders inspire teams to greatness. It discusses the behaviors exhibited by the most successful leaders and includes advice on how to implement them. Drawing from statistically significant data and objective empirical evidence, the book shows how to: Establish a clear vision and direction Use the power of emotions Create stretch goals for your team Foster innovation and risk taking Encourage teamwork and collaboration Champion change, and much more Zenger, Folkman, and Edinger lay out the

strategies and concepts used by the world's greatest leaders to motivate their teams. With *The Inspiring Leader* as your guide, you will learn how to put those strategies to work in your own business.

From the Back Cover
The highly anticipated follow-up to the bestselling *The Extraordinary Leader* The result of extensive research conducted over a four-year period, this breakthrough leadership book reveals the principles and behaviors top leaders use to build an emotional connection between themselves and their teams. While providing the same practical "hard science" approach to bring focus and value, this writing advances the practice of leadership development with new insight, new advice, and new inspiration for all of us to grow. —Kevin D. Wilde, Vice President and Chief Learning Officer, (2007 CLO of the Year), General Mills, Inc.
The *Inspiring Leader* provides new insights into how leaders can improve the results of their organization through inspiration. —Bill Blase, Senior Executive Vice President, Human Resources, ATT Corp.
The real importance of this book is the clear and simple road map it provides on how to lead in ways that release the seldom fully tapped performance power in our organizations. —Michael A. Peel, Vice President, Human Resources and Administration, Yale University
Finally a book that provides empirical evidence that inspirational leaders consistently produce superior results. —Kevin Rhein, Group Executive Vice President, Card Services and Consumer Lending, Wells Fargo Bank
Following the steps recommended by the authors will enhance leadership skills, influence employee engagement, and impact business results. A real winner. —Pam Poggi, Vice President, Corporate Human Resources Development, Safeway, Inc.
About the Author
John H. Zenger, D.B.A., is the CEO of Zenger Folkman, a firm that brings empirical research, innovative development methods, and software tools to leadership development. He is a member of the HRD Hall of Fame and has authored or coauthored eight books and 50 articles on leadership, productivity, and teams. Joseph R. Folkman, Ph.D., is president of Zenger Folkman. He is an authoritative voice on the subject of developing and using employee surveys to create organizational change and 360-degree feedback assessment for individual development. He is a frequent keynote speaker and conference presenter on a variety of topics regarding leadership, feedback, and organizational change. Scott K. Edinger is executive vice president of Zenger Folkman, where he consults with Fortune 500 companies to initiate and implement large-scale performance improvement and leadership initiatives. He is an expert in helping organizations achieve measurable business results.