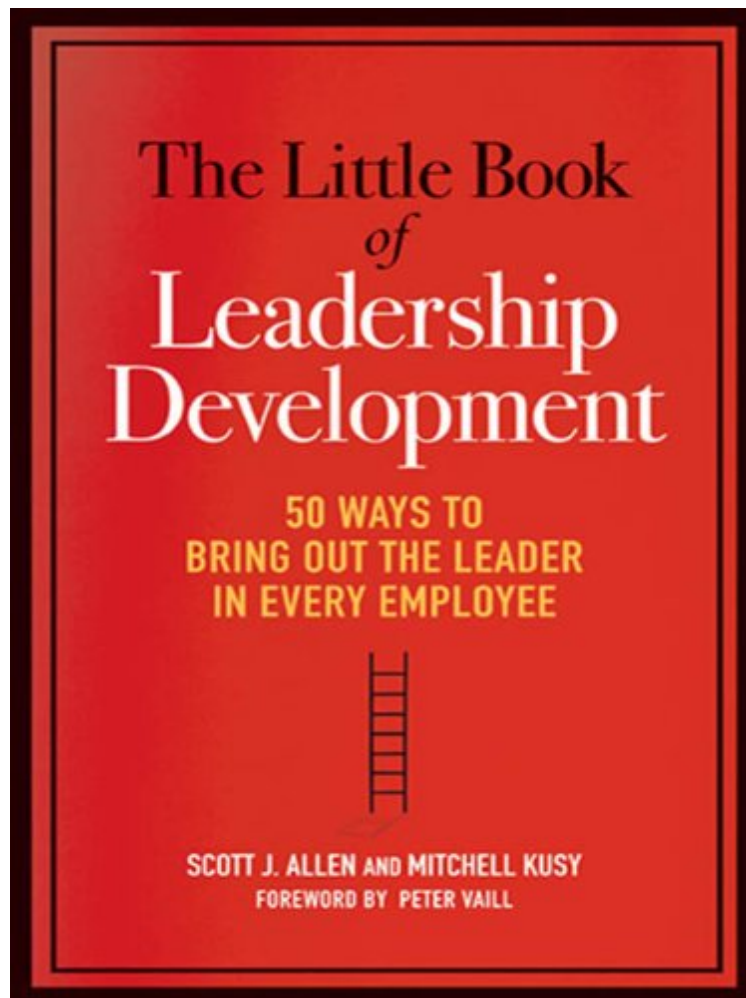


# The Little Book of Leadership Development: 50 Ways to Bring Out the Leader in Every Employee

Scott J. Allen, Mitchell Kusy

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**Scott J. Allen, Mitchell Kusy : The Little Book of Leadership Development: 50 Ways to Bring Out the Leader in Every Employee** before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Little Book of Leadership Development: 50 Ways to Bring Out the Leader in Every Employee:

1 of 1 people found the following review helpful. Quick list of leadership development ideas By John Gibbs By intentionally changing how you lead and manage others, you can develop leadership capacity in those around you every day, according to Scott Allen and Mitchell Kusy in this book. Leadership development is not something that primarily occurs in the classroom; it occurs on the job, and the trainee's immediate supervisor is the most important factor in behaviour modification. So what exactly is it that a busy senior leader can do to help subordinates improve their leadership skills? This book provides 50 suggestions for activities and tasks that can be included in a leadership

development program, divided into the categories of modelling effective leadership, skill building, conceptual understanding, personal growth and feedback. Many of the ideas in the book are fairly standard leadership issues, such as clarifying team expectations, modelling the way, and recognising and rewarding achievement. Others, such as coaching for performance and developing emotional intelligence, really require a lot more explanation than the one or two pages afforded to them in the book--perhaps a whole book in themselves. The book is short and easy for the busy executive to read, either from cover to cover or one brief chapter at a time, as the need for inspiration in leadership development activities arises. Many senior leaders are likely to find it more useful than a shelf full of theoretical books; its benefit lies in its usefulness as a quick list of leadership development ideas, rather than as a source of original leadership concepts.

0 of 0 people found the following review helpful. Excellent source of information. By Al Barringer  
Al Barringer 1 of 1 people found the following review helpful. great reminders and examples of leadership concepts  
By Tara Judd  
Leadership topics and encouraging reminders of what it means to lead, know and grow your team members in a positive and productive way.

Great things come in little packages: 50 commonsense (but rarely common) ideas for building the leadership potential of others. How many managers have time to plow through big books of leadership development? None! And they'll never need to with this slender book of 50 simple yet powerful ideas. The Little Book of Leadership Development goes straight to the heart of great leadership. Free of complicated theories, it focuses on what really works to get people motivated, working effectively, and acting as leaders themselves. The book delivers streamlined instructions on modeling behaviors, sharing information, building accountability, stretching teams, providing feedback, and 45 other practical strategies. Readers will be able to design a system of development tailored to their team and organization. Managers with the ability to self-reflect and a willingness to implement these positive, powerful ideas will see quick improvements in communication, efficiency, morale, and every other measure that points to a committed team of emerging leaders.

From the Inside Flap Leadership development doesn't have to be difficult or dull. With The Little Book of Leadership Development, bringing out the best in people is a continuous, easy-to-apply process. Now you can cultivate the leadership capacity of every member on your team with these simple yet powerful tips for getting people to really want to work at their peak potential. The Little Book of Leadership Development goes straight to the heart of great leadership as it uncovers 50 strategies you can apply on a daily basis, including how to:

- Clarify your expectations of the team, and help them develop goals as a group
- the groundwork for gaining commitment
- Recognize and reward achievement with creative nonmonetary rewards
- and engage team members
- Model effective confrontation
- often bypassing your default mode and intentionally choosing a style that works better
- Keep everyone in the loop about organizational news, strategic plans, and (especially) bad news
- before they hear it from the grapevine
- Facilitate a culture of accountability
- one in which team members are also held accountable to each other, and you to them
- Stretch your team
- taking their skills and experiences to the next level by offering challenging assignments
- Stay focused on solutions, not barriers
- and develop a culture where complaining becomes the impetus for solving problems

Managers with the ability to self-reflect and willingness to implement these positive, potent ideas will see quick improvements in communication, efficiency, morale, and other measures that point to a thriving, committed team of emerging leaders. Scott J. Allen, Ph.D., is assistant professor of management at John Carroll University and co-author of Emotionally Intelligent Leadership. He has published numerous articles in major leadership journals, and he blogs, consults, and facilitates workshops on leadership. Mitchell Kusy, Ph.D., is an international organization development consultant, 2005 Fulbright Scholar, and full professor in the Ph.D. Program in Leadership Change at Antioch University. He is the co-author of Toxic Workplace!, Breaking the Code of Silence, Managers' Desktop Consultant, and Fast Forward Leadership. From the Back Cover Advance Praise for The Little Book of Leadership Development:

"Never has the need been greater for a handbook on the development of leaders of the future, leaders at every level across the organization. Today, Scott Allen and Mitchell Kusy have responded with The Little Book of Leadership Development. Leaders across the sectors will find the '50 Ways' the indispensable companion on their leadership journey." — Frances Hesselbein, President and CEO, Leader to Leader Institute, [www.leadertoleader.org](http://www.leadertoleader.org)

"This book is an easy to read, practical guide for the experienced leader and the newly appointed. The 50 tips contain gems of wisdom that can improve any team. It is the new Leadership handbook. Well done!" — Thomas D. Cassady, CPCU, CLU, ChFC, President and CEO, USI Midwest Inc.

"Allen and Kusy offer a little book with some very big ideas about reflective leadership. The advice is crisp and easy to follow. Their collective real-world experience sings out beautifully in this wonderfully practical advice on changing yourself and those you lead." — Anthony J. Scriffignano, Ph.D., Vice President, Global Data Strategy at Dun Bradstreet

"There is nothing 'little' about this book! I plan on giving it to new leaders and using the LD50 checklist at their next evaluation. My favorites were 18, 21, 38, and 49 . . . great work!" — Agency Field Executive, State Farm

"This pithy book of leadership behaviors will be a valuable resource for those leaders who

are seeking to change their behaviors and become more effective. Less on theory and more on practice, Allen and Kusy have captured the essence of effective leadership behaviors. — Thomas J. Marr, MD, Medical Director, Clinical Relations, HealthPartners — The leader's most important job is to develop future leaders. We need resources that are easy to use and understand, but when it comes to leadership, this is not an easy task. Allen and Kusy have accomplished this with *The Little Book of Leadership Development*. If you are responsible for developing leaders, this book should be dog-eared and always close at hand on your bookshelf. — Peter Mello, Editor of the WeeklyLeader Blog ([www.weeklyleader.net](http://www.weeklyleader.net))

About the Author SCOTT J. ALLEN, PH.D. is assistant professor of management at John Carroll University and author of *Emotionally Intelligent Leadership*. He blogs, consults, and facilitates workshops on leadership. MITCHELL KUSY, PH.D. is an international organization development consultant and full professor in the Ph.D. Program in Leadership Change at Antioch University. He is the coauthor of *Toxic Workplace!*