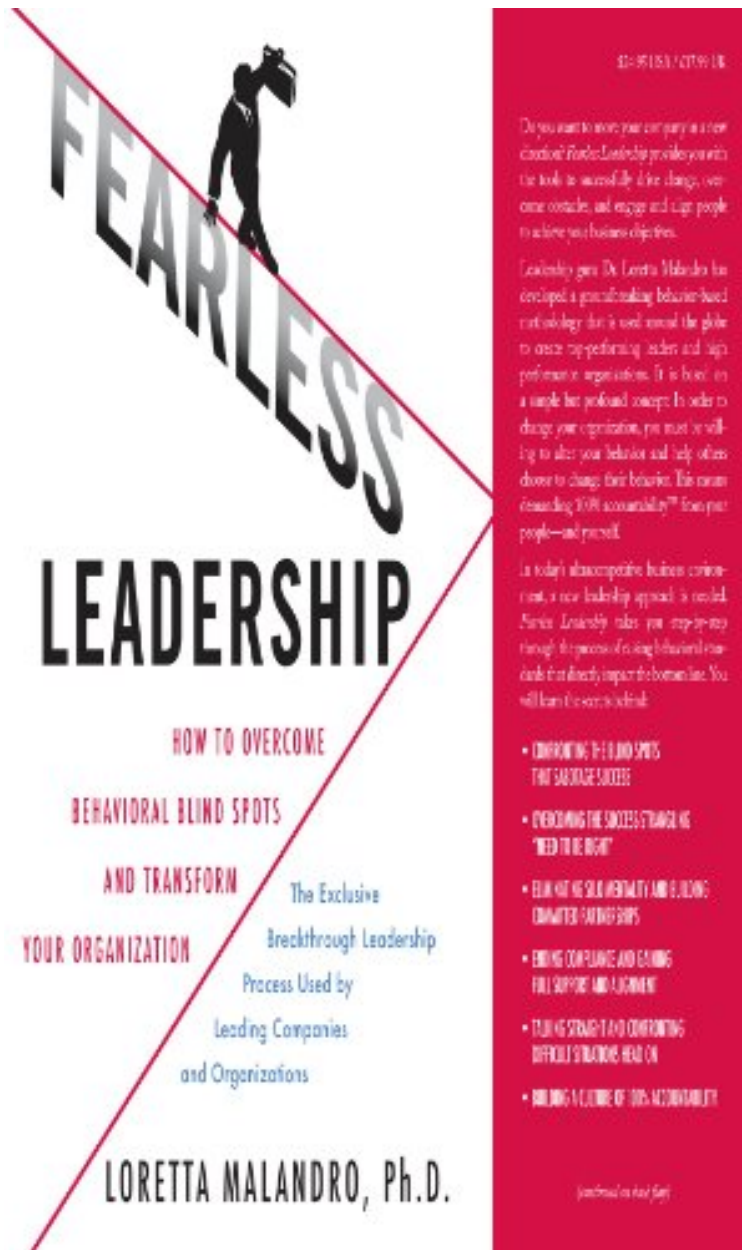


Fearless Leadership: How to Overcome Behavioral Blindspots and Transform Your Organization

Loretta Malandro

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Loretta Malandro : Fearless Leadership: How to Overcome Behavioral Blindspots and Transform Your Organization before purchasing it in order to gauge whether or not it would be worth my time, and all praised *Fearless Leadership: How to Overcome Behavioral Blindspots and Transform Your Organization*:

0 of 0 people found the following review helpful. It's a great reminder about how consistent and vigilant we must become ...By Brett MorrisI've purchased the Kindle version of Speak Up, Show Up, and Stand out and I am half-way through it. I am also re-reading Dr. Malandro's book, Fearless Leadership. I am reporting reviews from both books. There is a part of me that wishes I could find a flaw that would constructively illuminate something, but I haven't and frankly I have no confidence that I will.Fearless Leadership provides a powerful approach for building high performance teams and leaders. It makes you think and gives you a roadmap for achieving a new level of success.Dr. Malandro's new book, Speak Up, Show Up, and Stand Out broadens the audience to include people at all levels in an organization and drills down to specifics by providing practical scripts and guidelines for how to communicate effectively in today's environment.Speak Up, Show Up, and Stand Out talks about so much of what is necessary for many of my clients right now. This is especially true in making expectations clear and being aware of the unintended impacts of misused e-communication that the author writes about. In meetings and calls with my clients, it's quickly apparent how we humans live in our own world and standards. SUSUSO speaks to this precisely. It's a great reminder about how consistent and vigilant we must become if we are to bring accountability to what we're doing and achieve a new level of success.On a broader level I hear a message in both Fearless Leadership and Speak Up, Show Up, and Stand Out that real, sustained communication and leadership effectiveness requires a high level of personal accountability. In other words, we must live by high personal standards or what Loretta refers to as the 9 Communication Rules. When reading these two books, I often stop and reflect on business, political, social leaders who have stood the test of time. They all seem to be modeling what these books are teaching.I recommend both books for people who are serious about transforming their personal effectiveness (regardless of title or position). If you want to transform your organization and team, these books are the Holy Grail. Read them. Study them. Apply them.Brett MorrisSenior Consultant, Momentum Consulting2 of 2 people found the following review helpful. Practical guideline that can be put to use immediately. Here is the "hows" of all those "whats" that other books will tell you.By Masoud S. Al MsalmyThousands of books will tell you that you need engaged and motivated workforce of high integrity that works together as a team etc etc. This one is the long awaited book that tells "how" you can do/achieve all the above. Easy to read, lots of real time examples that you can relate to. I would recommend this book to all leaders of all levels including those that lead a family.I like the way the book is written as if the author is talking to the reader. You know what, I was actually, seeing the author as I read the book.Like "Say It Right the First Time", HATS OFF to the Author.0 of 0 people found the following review helpful. Very practical.By PlamenGreat framework around overcoming blind spots. This could easily save a lot of pain once absorbed by the leadership team.

Do you want to move your company in a new direction? Fearless Leadership provides you with the tools to successfully drive change, overcome obstacles, and engage and align people in working effectively together to achieve your business objectives. Leadership guru Dr. Loretta Malandro has developed a groundbreaking behavior-based methodology that is used around the globe to create top-performing leaders and high-performance organizations. It is based on a simple but profound concept: In order to change your organization, you must be willing to alter your behavior and help others make the choice to change their behavior. This means demanding 100% accountability from your people--and yourself. In today's ultra-competitive business environment, a new leadership approach is needed. Fearless Leadership takes you step by step through the process of raising behavioral standards that directly impact the bottom line. You will learn the secrets behind: Confronting the blind spots that sabotage success Overcoming the success-strangling "need to be right" Eliminating silo mentality and building committed partnerships Ending compliance and gaining full support and alignment Talking straight and confronting difficult situations head on Building a culture of 100% accountability Too many people in leadership positions attempt to enact change through systemic means, such as restructuring or altering processes. The secret to real and lasting change lies in changing behavior--how people work together. Change the level of ownership and performance of people and you will transform your organization. Leaders who are able to act courageously when faced with uncertainty or fear, take bold stands, and engage with people in very real ways are those who generate great and long-lasting results. Fearless Leadership shows you how.

From the Back CoverLead by example. Lead without fear. "This is not another theoretical business book. It is a book about fearless leadership in action--the spirit, resiliency, quick alignment, and the ability of teams to generate possibilities and results despite tough economic conditions. The process Loretta describes in this book works--if you have the courage to lead in a new way." Jim Gowans, President and CEO, De Beers Canada "Successful leaders take a hard stand about paying for performance, and do not fall into the trap of paying for effort. Loretta tells leaders exactly how to accomplish this by creating an environment where people take personal accountability, collaborate, and hold each other accountable for consistent exceptional results." Raj Gupta, Chairman and CEO, Rohm and Haas Company "Once again Dr. Malandro hits the bulls-eye. This book articulates a powerful strategy for leaders who aspire to be more than ordinary by building a high performance culture that produces consistent extraordinary results. I know it works. With her help, I have been there and have reveled in the success." Frank Patalano, former Chief Operating

Officer, Zurich North America "Loretta's book is a powerful roadmap for anyone committed to being a transformational leader. It provides clear, actionable steps that drive organizational growth and long term success." Raj Rawal, Senior Vice President and Chief Information Officer, Burger King Corporation "Fearless Leadership is an exciting and valuable book that will profoundly influence global leaders at a time when a new approach is urgently needed. This book is a compelling call to action that every leader must read." John J. Ryan, President and CEO, Rabo AgriFinance "The most difficult leadership challenge is changing behaviors. For companies to be different, leaders must lead differently. Loretta is the best at helping make these concepts real and actionable." David M. Thomas, former Chairman and CEO, IMS Health and former Senior VP, IBM "At a time of unprecedented challenges to complicated academic and research institutions and when complacency from past successes collides with the harshness of today's environment, new leadership solutions are required. This thought provoking book provides leaders with new perspectives and skills that can be of immediate impact. Michael A. Friedman, MD President and CEO, City of Hope "This groundbreaking book is the first to clearly identify the behavioral barriers to change that every leader faces and provide a powerful solution that every leader can apply. Based on the business results we have achieved, I can tell you unequivocally that the process Loretta describes in this book works." J. LaMont Keen, President and CEO, Idaho Power "Loretta knows how to build a management team that will give any company a clear competitive advantage. She has described it all in this new book. A book that is sure to make it to the 'must read' list of business books in 2009 and beyond." Frank Proto, Chairman of the Board, Agrium Inc "This insightful book clearly identifies how behavior sabotages personal and organizational success, and what to do about it. The powerful solution provided by Malandro--100% accountability--is exactly what every company needs, especially today." Greg Stewart, P.Ag., President and CEO, Farm Credit Canada "Kotter defined the problem--change efforts routinely fall short because they fail to alter behavior--and Malandro delivers the solution. This impressive book provides leaders with the sure-fire process for achieving sustainable behavioral change and getting the business results they want, fast." Janet Plaut Giesselman, president and general manager, Dow Oil and Gas "Are you a CEO or leader? Need a sustainable high-performance team fast? And the courage to make tough calls? Then read Malandro." John Willson, board of directors, Finning International and Nexen "Loretta has nailed the real issue in one blow. People are the business. This compelling book tells you how to build personal accountability, great leaders, and a great organization." Mark Cutifani, Chief Executive Officer, AngloGold Ashanti "If you are looking for a step change in leadership performance, then you need to read this book. Unlock the potential and learn how to drive the actions, behaviors, and sustainable business performance that you expect. It works." Mike Waites, President and CEO, Finning International "The leadership arena today is a giant mine field with both great ideas and unproven nonsense. Thankfully, Malandro delivers the real deal. This book is filled with concrete ideas for building high-performance organizations. I've applied many of them with great success. It's well worth the read." Marvin Romanow, President and CEO, Nexen About the Author Dr. Loretta Malandro is president and CEO of Malandro Consulting Group, a firm with 35 years' experience working with clients worldwide across diverse industries. The company is known for rapidly transforming organizational effectiveness and business results through high performance leaders, teams, and cultures.