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# First-Time Leader: Foundational Tools for Inspiring and Enabling Your New Team

*George B. Bradt, Gillian Davis*

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**George B. Bradt, Gillian Davis : First-Time Leader: Foundational Tools for Inspiring and Enabling Your New Team** before purchasing it in order to gauge whether or not it would be worth my time, and all praised First-Time Leader: Foundational Tools for Inspiring and Enabling Your New Team:

0 of 0 people found the following review helpful. Very helpful check list and reflection for any new on-boarding CEOBy Michel WeltersThis book from George and Gillian gives you a very good overview of the techniques and challenges facing a CEO in his new role. The book is more aimed at medium size than large companies.Additionally the

book looks at the succession issues at the top. 7 of 7 people found the following review helpful. Feedback from a First Time Leader  
By Nicolas Leblanc  
Working for a large company in a new leadership role, the concepts and tools shared in this book apply and align with the leadership framework of my employer. This book provides real life examples of successful leaders and provides guidance for leaders in different leadership roles, whether you are leading a small team, or a large community. The BRAVE concepts are definitely applicable, and I enjoyed the focused content based on the size of your team. I really connected with the contents of the book, especially on the topics of vision and mission statements. The exercises allowed me to narrow down my employer's goals to apply specifically to my team. One hurdle I face as a new leader is to step away from being an individual performer or contributor, and be a leader to inspire my team of performers in my area of expertise. I don't stand alone in this space, and some helpful hints or tools to help overcome that hurdle is encouraged. This is where understanding the managing vs. leading comparison is key. Secondly, as I am doing here, an important element I have learnt in my journey is the value of feedback. I can only grow as a leader and make a difference if I know what I am doing well or what needs improvement. I think its important to share ways of asking for constructive feedback and applying it to continue on a strong leadership path. I thoroughly enjoyed the book, its release timed perfectly with my promotion into a leadership role, and I will continually refer to it as I continue my journey. Thanks!  
6 of 10 people found the following review helpful. How to Succeed and Inspire Your New Team  
By Jesse Lahey  
Did you know that 40% of new leaders fail in the first 18 months? How can you avoid failing as a new leader, and learn from other leaders' mistakes rather than making so many of your own? If you are a new leader or would simply like to take their leadership to the next level, I whole-heartedly recommend George Bradt's latest book. First-Time Leader begins with a discussion of taking charge of your new team and then tracks through BRAVE leadership components from the outside in: - Environment: setting the context for everything else by understanding where you are playing. - Values: the bedrock of a high performing team. Get clear on what really matters and why. - Attitude: encompassing strategic, posture, and culture choices around how to win. - Relationships: the heart of leadership. If you can't connect, you can't lead. - Behaviors: the actions that make real lasting impact on others. The #1 problem first-time leaders face is failing to understand that leading requires entirely different strengths than does DOING or MANAGING. This book will help you develop the strengths that will make you successful as a leader. Great leaders go one step further to co-create a purpose-driven future with their followers. This book will teach you how to do that. Many people mistakenly assume that you need charisma to be an effective leader, and you either have it or you don't. This book will help you succeed as a leader regardless of your level of charisma. George was once a new leader himself, rising through leadership and executive roles at Procter Gamble, Coa-Cola, and J.D. Powers. In addition, he has helped many executives succeed in new leadership roles. He speaks from experience. Furthermore, he speaks from the heart. He is not a self-focused "guru" full of empty promises. I had the privilege of interviewing George, and I found him to be authentic, humble, and generous. I don't think you can go wrong by following advice from George Bradt.

First-time leaders get motivational and planning tools from top executive coaching firms The First-Time Leader provides basic frameworks, processes, and tools to help first-time leaders and their teams deliver better results faster. Leading is about inspiring and enabling others to do their absolute best, together, to realize a meaningful and rewarding shared purpose. Authors George Bradt, Managing Director of PrimeGenesis, and Gillian Davis, Managing Director of AlanKey, show how to achieve these results through the BRAVE acronym: Behaviors, Relationships, Attitudes, Values, Environment. Learn the three stages of team development, and get advice for specific leadership situations including onboarding yourself, onboarding others, and crisis management. Offers a way of thinking about leadership and a structure for action to help first-time leaders lead at both overall conceptual and tactical levels. Includes downloadable tools that are easily adaptable for each leader's specific context. Contains illustrative examples and stories from a range of experienced leaders and experts to help guide first-time leaders through things they may not have experienced themselves. The First-Time Leader shows new leaders what to do next, later, never, why, and how. It's an indispensable guide for stepping up and inspiring others to come together for success.

From the Inside Flap  
Did you know that 40% of new leaders fail within their first 18 months? And, did you know that most leadership failures are completely avoidable? In fact, every new leader is perfectly capable of inspiring people to achieve successes and improve performance beyond what they thought possible. Best of all, leadership excellence is easy if you recognize a few key leadership truths. In First-Time Leader, transformational leadership experts George Bradt and Gillian Davis tell you what you need to know to ensure that your first time at the helm makes rather than breaks your career. Drawing on the insights of proven leaders from around the world, as well as from their own experience as leaders and consultants, the authors of First-Time Leader have distilled the most essential lessons on leadership into a coherent approach that can be applied anywhere. With the BRAVE leadership framework (Behaviors, Relationships, Attitudes, Values, Environment), you'll learn how to work your new role from every relevant angle, resulting in confident leadership that will inspire and enable your team. Your first leadership role is a career-defining moment. Are you equipped to make the most of it? First-Time Leader gives you everything you need

for success, including examples from real-world scenarios and detailed discussion of the basic concepts of onboarding, crisis management, and strategic planning. In addition, learning activities and a suite of fully adaptable downloadable tools are at your disposal and ready to use. With First-Time Leader, you will become the kind of leader you know you can be.

**From the Back Cover**

**Praise for First-Time Leader**

“Incredible insight essential to leaders at all levels. I will refer back to these often.” —Jaime Mazza, Human Resource Manager

“This book will help first-time leaders be BRAVE and inspire others to be BRAVE through its worksheets, steps, acronyms, lists, insights, real life stories which really provide color commentary to the content, and even simple stuff like running meetings.” —Kris Adler, Program Manager

“BRAVE is very useful to apply to many different leadership challenges from setting strategy to crafting effective communication plans. Loved the stories.” —MaryBeth Schroeder, Director Talent Development and Internal Communication

“Combines crisp identification of critical leadership concepts with detailed and comprehensive resources to assist leaders (both new and experienced) of organizations of any size or function.” —Seth Gardner, Executive Director

“Where was this book as I cruised up the corporate ladder at PG, PepsiCo and Paramount? First-Time Leader is the quintessential book for new leaders - written with clarity, conviction and common sense, foundational to helping new leaders and their teams deliver better results faster. We found George and Gillian’s approach with B.R.A.V.E. and the three secrets of happiness as the new backbone for leadership and voted this book in our top 10 MUST read for this year! Make this book your North Star.” —Rick Tocquigny, Host Life Lessons Radio

“America’s Favorite Lessons Show”

**About the Author**

**GEORGE BRADT** has a unique perspective on transformational leadership based on his experience as an executive, consultant, and writer. After two decades in sales, marketing and general management around the world, now he is a Principal of CEO Connection, Managing Director of the executive onboarding group PrimeGenesis, author of a weekly column on Forbes.com and of five books on onboarding including *The New Leader’s 100-Day Action Plan*. George can be reached at [gbradt@primegenesis.com](mailto:gbradt@primegenesis.com).

**GILLIAN DAVIS** has a new generation’s view on leadership through her work in marketing, recruiting and coaching. After witnessing and experiencing dissatisfied employees leaving their jobs, not because of the role, but because of poor managers, she is now on a mission to help first-time leaders inspire and enable their teams. Gillian can be reached at [@gilliandavis07](https://twitter.com/gilliandavis07) or [Gillian@firsttimeleader.tv](mailto:Gillian@firsttimeleader.tv)