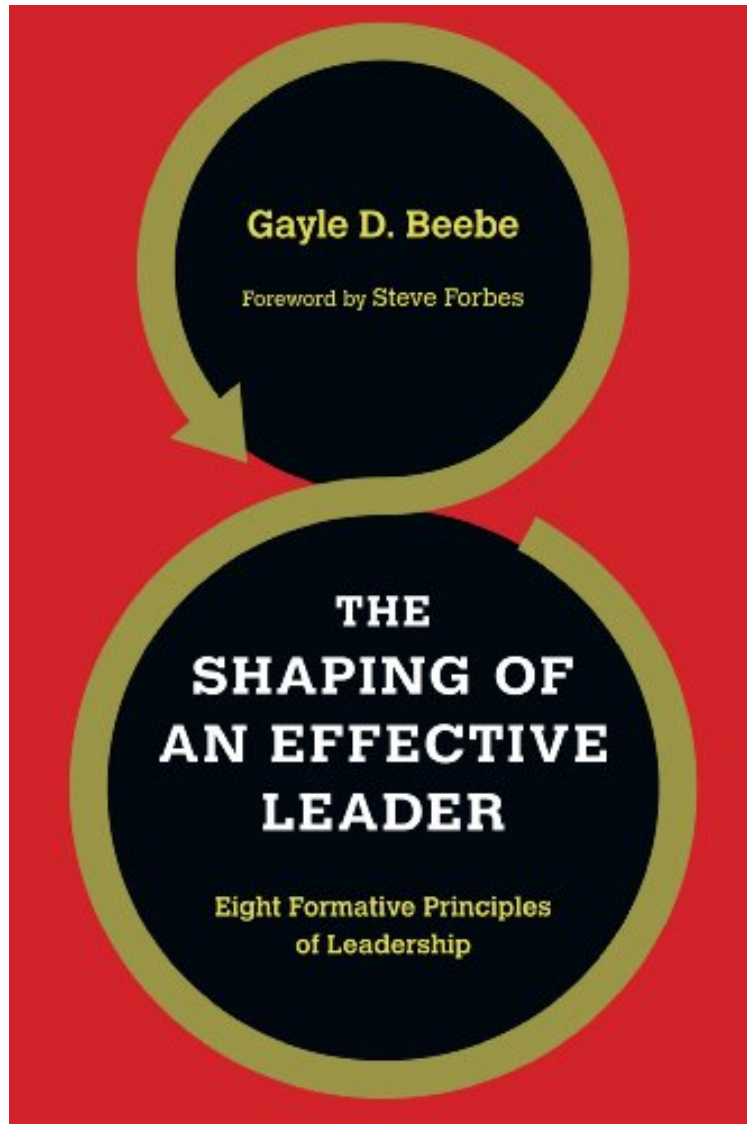


The Shaping of an Effective Leader: Eight Formative Principles of Leadership

Gayle D. Beebe

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Gayle D. Beebe : The Shaping of an Effective Leader: Eight Formative Principles of Leadership before purchasing it in order to gage whether or not it would be worth my time, and all praised The Shaping of an Effective Leader: Eight Formative Principles of Leadership:

0 of 0 people found the following review helpful. An art and an scienceBy Reid Mccormick"Effective leadership is both an art and a science, there is more than one right way to lead."When and where I first noticed this book is a little bit of a mystery to me, but it is no surprise that a book about leadership written by college president landed in my

hands. Gayle Beebe is the current president of Westmont College and former president of Spring Arbor University, both are highly renowned Christian institutions and members of the Council of Christian Colleges and Universities (CCCU). Beebe's book appealed to me on many levels: it was concise (under 200 pages), it focused on leadership in the higher education (where I see my life's calling), and the steps found in the book seemed practical and down-to-earth. Though the back cover states in big bold letters, "Leadership without formulas," the leadership principles laid out throughout the book are quite formulaic. The bulk of the book is derived from Beebe's mentor and leadership guru Peter Drucker. Much of the information is from Drucker's writings or Beebe's personal interactions with Drucker. In the end I feel like the book should have been entitled, "Leadership According to Drucker." Beebe divides leadership into eight cumulative principles with each subsequent principle building on the previous principle. Starting from the foundation, the eight principles are character, competence, chemistry, culture, compatibility, convictions, connections, and commitment. Each principle is given its own chapter and each chapter includes numerous bullet points, listed questions, and key values. It would be very interesting (and time consuming) to diagram the book into a workable infograph. I found the book most interesting when Beebe dived into his own personal leadership experiences and shared examples from his leadership journey. In the end, I found the book to be very interesting and his words on leadership to be timely yet ageless. By the end of the book, I found myself doing research on Peter Drucker, which I am sure is one of President Beebe's key objectives.

0 of 0 people found the following review helpful. Helpful leadership advice

By John Gibbs Whether you are the head of a large company, or a mid-level manager responsible for a single division, or even a single employee in a start-up company, what you do as a leader fundamentally shapes the destiny of your organization, according to Gayle Beebe in this book. The world desperately needs individuals willing to pay the price, undergo the development and put up with the inconvenience in order to provide effective leadership. The book, which is in part a panegyric to the celebrated management teacher and author Peter Drucker, arises from lessons learnt during the author's leadership experience which includes 12 years as a college president. The author identifies 8 principles arranged in a pyramid structure, with character as the base upon which are built competence, chemistry, culture, compatibility, convictions, connections and commitment. For each level of the pyramid there is a vice and a virtue, and the discussion of each principle draws on the teachings of Drucker. I agree with the author that the world needs a lot more of the right sorts of leaders. Whilst I did not find the book as enthralling as some of the other books on leadership that I have read, there is in my opinion a lot of sound and helpful advice to be found between the covers. Hopefully readers will be sufficiently enticed by the quotes from Peter Drucker to try reading some of his works first-hand.

0 of 0 people found the following review helpful. Not just words on a page.

By Dr. Green I have always believed that it is good to read a book, but it is even better to know the author. I have had the privilege of taking classes from Dr. Gayle Beebe, and the honor of having him serve on my dissertation committee. I have been forever changed by the experience. I can state, as an eyewitness, that Dr. Beebe has written a book about the kind of leadership principles that he exemplifies. I will use this book, about the leadership traits it takes to be a true difference maker, in all of the courses I teach in educational leadership and teacher training. The Shaping of an Effective Leader is yet another debt of gratitude I owe to Gayle Beebe for the profound impact he has had on my life.

Dr. Glen Lloyd Green

Leadership is both an art and a science. We may be tempted to look for a sure-fire formula, but the reality is quite different: effective leaders are exceptional generalists rather than narrow specialists. The best leaders take what the best business experts have to offer, and apply that based on their own abilities, experience and judgment. And these leaders seek real-life mentors and learn from them. Gayle Beebe, who has spent over a decade as a college president, had the opportunity to study with Peter Drucker, the father of modern management and the author of *The Effective Executive*. Drawing on Drucker's influence as well as his own years of experiences as a pastor, administrator and president, Beebe has developed a pyramid of leadership principles. The combination of these defines a leader of influence and integrity. In these pages you'll also meet some of Beebe's other mentors: Steve Sample of USC, Harold A. "Red" Poling of Ford Motor Company, Richard Foster of Renovare, David McKenna of Asbury Seminary and Bob Emmons of SmartFinal. In a day of relentless self-direction, strong leaders have a critical role. With this book you can discover what it takes to be effective in your sphere of influence.

"Every person who serves in leadership or aspires to needs to read this book. . . . This book instructs without being pedantic, inspires without being cliché, and challenges without being arrogant. It reminds us that leadership is not only an art; it is a practice to be nurtured, cultivated and honed over a lifetime. Because the book frames the leadership experience in such helpful and formative ways, someone aspiring for insight born of experience and rigorous thinking will find a reservoir of valuable wisdom." (Dr. Steve Moore, executive director and CEO, The M. J. Murdock Trust)

"This book is for all individuals, organizations, schools and businesses, profit and nonprofit. During this time when leadership in political and industrial arenas has deteriorated, Beebe's book shows and develops the importance of maintaining clear convictions as we lead. The 'pyramid' of conditions for developing strong leadership makes it easy to discern where and how one is starting and where one is going." (Leslie Ridley-Tree, president and

CEO, Pacific Air Industries)"This is not just another book on leadership. It is written by an effective leader who has achieved meaningful results in the organizations he has led. He shares with us lessons and principles he has learned from the mentoring relationships he had with Peter Drucker and other important thought leaders. It was Drucker who reminded us that a leader has only one choice to make--to lead or mislead. Gayle Beebe has chosen to lead. Read and learn from his wisdom and experience." (C. William Pollard, chairman emeritus, ServiceMaster)"This marvelous book on leadership is a product of Dr. Beebe's creative thinking and research, as well as his effective use of leadership concepts from other professional thinkers. The bottom line is this book is filled with challenging new ideas presented with great clarity. Whether you are just beginning your career, are a professional coaching top executives or have already achieved a significant leadership position, you will benefit from reading this insightful book. . . . Those willing to look critically into the mirror of this book will unquestionably become more effective leaders." (William T. Esrey, retired chair and CEO, Sprint)"I am so thankful for Gayle Beebe. I am confident that you will share my gratitude for him when you have completed reading *The Shaping of an Effective Leader*. In this wise, practical and insightful book, Beebe serves as a trustworthy guide for helping us understand the meaning and expectations of leadership. Readers will gain a greater appreciation for the work of leaders and leadership teams, as well as the key aspects of effective organizations. I learned much from this book and heartily commend it to others." (David S. Dockery, president, Union University)"Keep your highlighter handy! This book is brilliant--rich in wisdom, inviting in style and logical in structure. It is immensely, practically and immediately helpful. I'll admit my biases: great admiration for Gayle Beebe, huge respect for Peter Drucker and a warm friendship with the publisher, InterVarsity Press. Of any recent book on leadership, and there are many, I want this one close at hand." (John D. Beckett, chairman, The Beckett Companies, and author of *Loving Monday* and *Mastering Monday*)"Gayle Beebe's book is valuable precisely because it discusses how effective and moral leaders develop. . . . [He] wonderfully applies the insights of Peter Drucker, his former professor and the father of modern management theories." (From the foreword by Steve Forbes)About the AuthorGayle D. Beebe (Ph.D., Claremont Graduate University) is president of Westmont College in Santa Barbara, California, and past president of Spring Arbor University in Spring Arbor, Michigan. He serves as one of the general editors for *The Renovar Spiritual Formation Bible*.