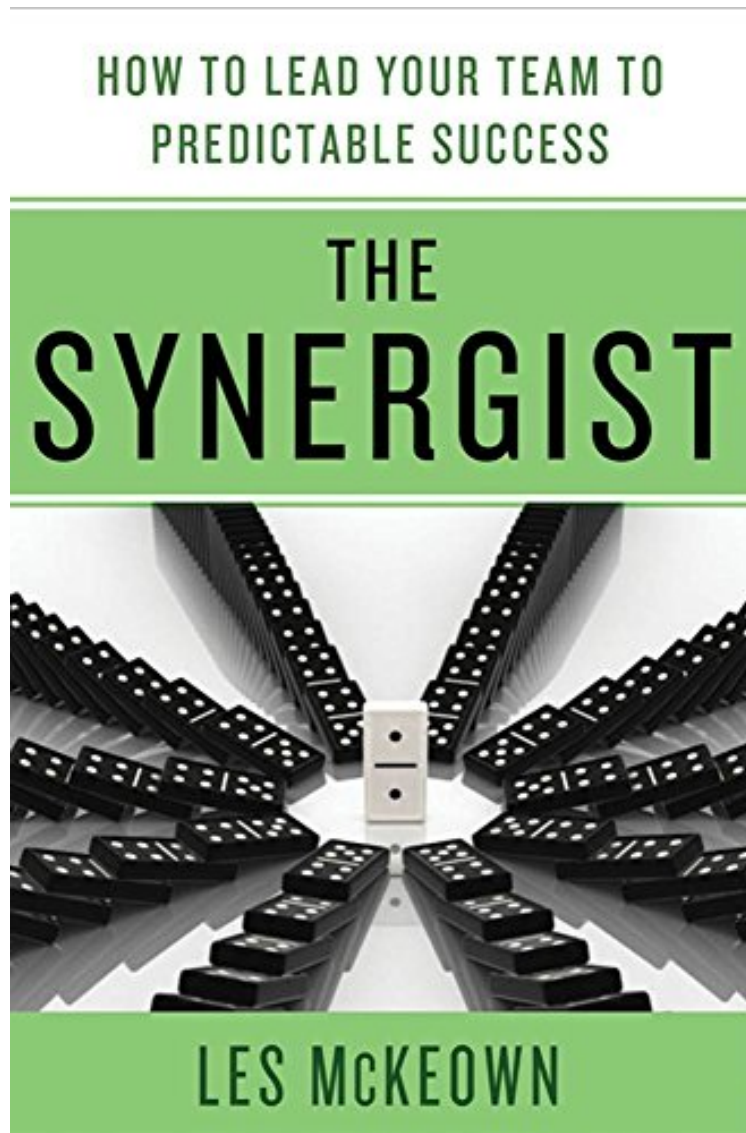


(Pdf free) The Synergist: How to Lead Your Team to Predictable Success

The Synergist: How to Lead Your Team to Predictable Success

Les McKeown

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Les McKeown : The Synergist: How to Lead Your Team to Predictable Success before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Synergist: How to Lead Your Team to Predictable Success:

2 of 2 people found the following review helpful. Read the (much shorter!) Do-Lead Book First By A. Prasad This is a good book that provides a structured way (as opposed to an assortment of tactics) on how to approach leading a team. Unfortunately, like most self-help books, the author has stretched 50 pages worth of solid content into a more sell-able 250 pages. This same author however, has written a much shorter book ("Do Lead" - it's the size of a pocket book) that essentially summarizes many parts of this book. Save yourself a lot of time in getting lost reading this book

by reading parts of that book first - which will allow you to speed read through much of this book. Specifically, Part 1 of this book focuses on the 3 natural leadership styles (Visionary, Operator, and Processor) - Chapter 2 of "Do Lead" ("The Four Leadership Styles") really has what you need to know in ten pages, and also manages to introduce the Synergist. Part 2 of this book focuses on two things: introducing the Synergist and the Synergist's leadership toolkit. Chapter 6 of "Do Lead" ("The Skillset") is a great summary of the toolkit. Part 3 of this book is around how and when to apply the toolkit at different stages of the team process (what he calls the 3 I-s of a team lifecycle: investigation, interpretation, and implementation). This is the new material in this book, and if you've read "Do Lead" (or at least the sections outlined above), you're going to want to pay attention here. Why not just buy "Do Lead"? Because I think there is enough new content in Part 3 of this book to be worth it (though it too could have been written more concisely). So my recommendation would be to read Do Lead first and then attack this book.

1 of 1 people found the following review helpful. Understand the roles we 'default to' in different groups and situations
By D. Ursillo Jr. The Synergist will open your eyes to understanding the natural roles that we all 'default to' in different environments: from interacting with certain personality types, group settings, business and personal situations. Whether you're running a lean startup, a small business or a part of a multi-million dollar corporation that is suffering from stagnant communication channels and personality types that are butting heads, Les McKeown will help you understand what the roles are that we fall into and brilliant individuals with remarkable experience in the best companies suffer, stumble and struggle to communicate, interact and work with one another in constructive ways. Better yet, McKeown's deep experience in working with all personality types gives way to how we can each rectify these issues by assuming the role of the Synergist. I'd highly recommend this book to anyone interested in business, leadership, group cultures, psychology, and organizational change and development!

6 of 6 people found the following review helpful. A whole new level of personalities in the business realm.
By Sherrie Rohde I love studying how peoples' minds work and have read so many books on personality types and quite a few tests and quizzes. All of those helped me in understanding others and the way they work but The Synergist is a new level of perspective. Les' writing style holds my attention while illustrating through his personal experience, and the experience of those he's worked with, the different mindsets and how they apply in the business realm. Not only does he explain the strengths and weaknesses of each team personality, but also explains how everyone can adopt a synergist mindset to help the team achieve predictable success. I'm super appreciative to have had the chance to read this book and am already working towards applying it personally.

Why do so many teams fail to perform - achieving compromise at best and gridlock at worst? And what does it take to end this gridlock? Wall Street Journal bestselling author and speaker Les McKeown shows how to take any team from gridlock to world class success. In his new book, McKeown argues that every successful team includes a critical player, the Synergist, who can take the three existing types - The bold dreamers (Visionaries), the pragmatic realists (Operators), and the systems designers (Processors) - and knit them together into a dynamic, well-rounded team. Most importantly, according to McKeown, the Synergist is a role that anyone can learn. While most attempts at teamwork improvement deal only with the symptoms of group dysfunction such as distrust, poor communication, and fear of change, McKeown address the root cause: the innately unstable Visionary-Operator-Processor triangle. Because each of the three styles' motivations, views, and goals are incompatible, without a Synergist every team will eventually implode, stall, or underperform. Only the Synergist can put aside their own agenda and interpret the language of difficult personalities, capture the best from each person, and put the good of the enterprise ahead of their own ego. McKeown- who has used techniques presented here in his consulting with Harvard University, American Express Financial Services, the US Army, Pella Corporation, Microsoft, United Technologies Corporation, and more- shows how any individual can fill this critical role, whether or not they're the formal leader of the group. With thought-provoking self-assessments and an extensive Synergist Toolkit, he teaches how anyone can learn to be an effective Synergist by recognizing the vital signs of ineffective teamwork and making the right interventions at these pivotal moments.

'The Synergist speaks directly to the single greatest challenge leadership teams face today: a lack of relationship and communication. If you want to know what your leadership team needs to succeed, study this book carefully.'

ndash;ndash;Tom Rath, author of StrengthsFinder 2.0 and How Full is Your Bucket?'If you want to get unstuck and do big things, buy The Synergist. It's the best book I've read on high-quality team-based decision making; the key to accelerated growth and overall success.'

ndash;ndash;Michael Port, New York Times bestselling author of Book Yourself Solid'Les McKeown's excellent first book, Predictable Success, helped many companiesndash;including the Motley Fool - stay on the right track. Now The Synergist unlocks the secrets to becoming an effective team leader, which anyone can use to achieve personal and professional growth.'

ndash;ndash;David Gardner, cofounder and Chief Rule Breaker, The Motley Fool'Simple, intuitive, and transformative. The Synergist lays out not only a road map to building highly successful teams, but a process that empowers organizations, fuels progress, and dissolves gridlock.'

ndash;ndash;Jonathan Fields, author of UncertaintyAbout the AuthorLes McKeown is the president and CEO of

Predictable Success, a consulting firm with clients that include T-Mobile, Microsoft, The US Army, Harvard University, Bose, British Aerospace and many more. McKeown's previous book, Predictable Success, hit the Wall Street Journal and USA Today best-seller lists in 2010. McKeown is a regular contributor to the Huffington Post and has appeared on CNN, ABC, BBC, Inc, Entrepreneur magazine, USA Today and The New York Times. Les speaks to businesses around the country helping management achieve a systematic approach to success.