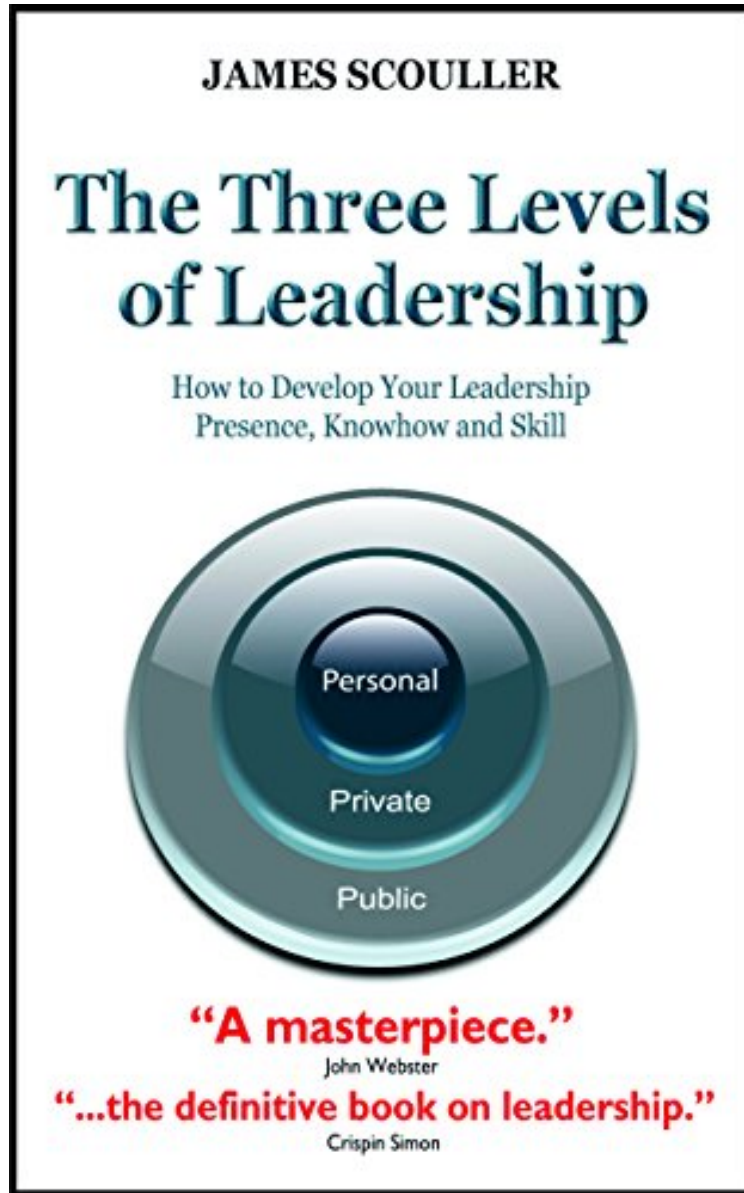


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The Three Levels of Leadership

James Scouller

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James Scouller : The Three Levels of Leadership before purchasing it in order to gage whether or not it would be worth my time, and all praised The Three Levels of Leadership:

7 of 7 people found the following review helpful. A Unique Contribution to the Field of LeadershipBy CustomerJames Scouller makes a unique contribution to the field of leadership with his Three Levels of Leadership. As someone who has been in leadership positions for past two decades, leading organizations of hundreds of people with budgets in the

tens of millions, I am always on the hunt for additional knowledge and skills to bring to bear to my craft. The chief merit of Scouller's approach is that he synthesizes what is otherwise a scattered discipline both academically and practically. He distinguishes between leadership models (e.g. action centered leadership), philosophies (e.g. servant leadership), and styles (e.g. transformational leadership). This is a valuable service in and of itself and it serves to untangle and clearly categorize "who's who and what's what" when it comes to the various schools of leadership thinking and practice. To be sure, Scouller takes a process-based approach to leadership rather than a trait-based approach to leadership. He states that, "leadership is a process that involves: setting a purpose and direction which inspires people to combine and work towards willingly; paying attention to the means, pace and quality of progress towards the aim; and upholding group unity, and attending to individual effectiveness throughout." The upshot of viewing leadership as a process is that, "if you see leadership as a process you are less likely to make the mistake of seeing 'leadership' and the 'leader' as one and the same." Scouller's Three Levels of Leadership model, or the 3P model, stands for Public, Private and Personal leadership. Public Leadership applies to group leadership and the functions of establishing purpose, accomplishing tasks, and maintaining group unity). Private leadership is one-on-one leadership and focuses on the individual task accomplishment and taking care of individuals. Personal leadership is leadership of self and encompasses the leader's presence, expert knowledge, people skills, and self-mastery. Scouller maintains that self-mastery is the basis for any success the leaders might experience. However, as stated above, the most important contribution the Scouller makes is the work he has done to integrate all the various approaches to leadership that have emerged over the years. Not only is his work thorough, it is exceptionally clear and easy to understand. It goes a long, long way toward demystifying the confusion wrought by the sheer number of leadership books and theories out there. No one else--whether academician or practitioner--has done this before. Well done.

2 of 2 people found the following review helpful. Best book on leadership to date. By Jorge Risk Hernandez If you're reading this is because you are considering buying this book. Let me make it easy for you, BUY IT! This is the first Leadership book I've found that integrates (and does it very well I might add) different styles and types and definitions of leadership. While a lot of other writers avoid answering the question What Is Leadership? James Scouller starts off this book exactly there. Giving a clear, tangible response to that question. He goes on to explain the difference about Leadership and Leader and explains the 3 levels. While other authors are also wright about what they've written I would have to say that they don't start at the beginning nor give the structure of Leadership Scouller gives. I don't mean to attack other authors, but I have often found myself reading other books on leadership where "dressing up neatly" and "remembering names" are considered most important tasks of the Leader. And they are important, they are part of the leadership role but it is like starting to cut a tree from the leaves to the trunk. Instead of going directly to the main issues. If you haven't read any books on human behaviour this is a perfect start, because the author dedicates a whole chapter on this subject and exhorts you to keep researching this topic (it's a very important topic for leaders to master). If you have read other books on human behaviour you will find that James Scouller takes an integrating approach and, even if you don't fully agree with him (like myself), he doesn't try to attack other models. And you will find yourself asking new question that will take your knowledge to a new level. If you're considering buying this book or another book on leadership. Buy this one. If you're considering which next book to read in general. Put this one on the top of your list. This book will become a new paradigm in years to come. So, hop on it now. You won't regret it.

2 of 2 people found the following review helpful. One of the best books on leadership! By Atul Thatte This is one of the best books on leadership that I have come across. Mr. Scouller's book is one of the few books on leadership that delves deep into both the personal/psychological and public aspects of leadership. Among other things, this book helps the reader identify and resolve limiting thoughts and behaviors. I am sure this would be an invaluable asset for anyone aspiring to "bridge" their inner and outer development as leaders. This book has helped me with several difficult questions I have asked myself, and I would highly recommend it to anyone who aspires to grow as a leader, whether in a corporate role or otherwise.

A breakthrough guide to leadership written by an author who has been a CEO and now coaches business leaders. The first leadership guide to focus properly on the psychological keys to leadership success. In all the recent literature on leadership skills and techniques, one element has been consistently missing - the leader's psychology. For the first time, this book sets out a compact, but complete model for successful leadership based on a psychological understanding of the challenges and hidden inner blocks faced by all leaders. Drawing on many years experience first as a CEO himself, and more recently as an executive coach, the author has developed two new groundbreaking models. The first outlines the three levels of leadership. The other explains the human psyche and how to achieve self-mastery. Many people claim that leadership qualities are innate and not learned. This book explodes that myth and shows how all aspiring leaders can rise to the challenge.

"A masterpiece." John Webster, former building society CEO; "This may prove to be the definitive book on leadership." Crispin Simon, Chief Executive, Biocompatibles International plc; "The Three Levels of Leadership will change the way we think about leadership." Jim Kennedy, VP Human Resources, CooperVision Inc; "The Three

Levels of Leadership takes leadership development to a whole new level." Deborah A. Armstrong, VP Human Resources, Rockwell Automation; "Packed full of practical wisdom." Tony Langham, Chief Executive, Lanson Communications

About the Author James Scouller is an accredited coach and partner of The Scouller Partnership, an executive coaching practice in the UK. He was a chief executive of international firms for 11 years before becoming a professional coach in 2004. He holds two postgraduate coaching qualifications and trained in applied psychology at the Institute of Psychosynthesis, London.