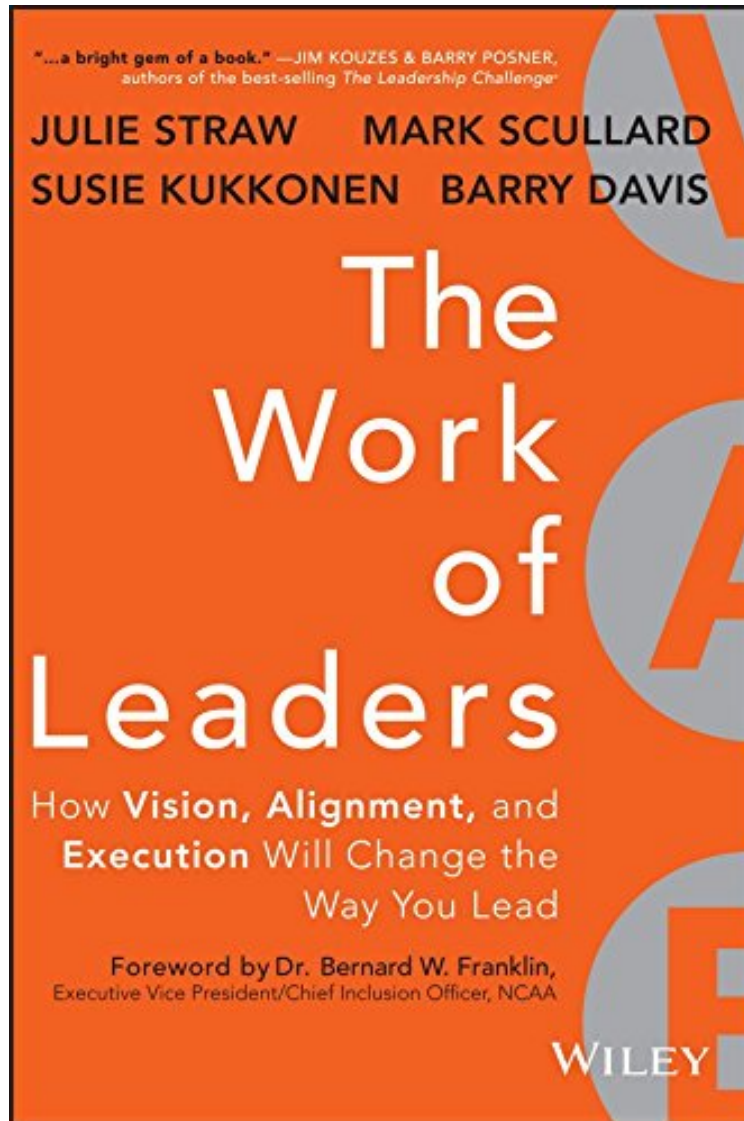


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The Work of Leaders: How Vision, Alignment, and Execution Will Change the Way You Lead

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From the Inside Flap The culmination of six years of research and development, *The Work of Leaders* presents a simple structure that neatly captures the complexity of contemporary leadership. The goal of this book is to make this wealth of leadership insight accessible to anyone who wants better results as a leader. The work that leaders do mdash; the work that really matters mdash; is boiled down to three areas: crafting a vision, building alignment, and championing execution. Vision, Alignment, and Execution are "magic words." They strike a chord that turns the goal of leadership into tangible steps. With passion and insight, the authors draw from the best-known leadership authorities, while leveraging their unparalleled access to data from thousands of leaders and followers and their connections to hundreds of organizational development consultants. Interwoven with humor and drawing from real-world scenarios, *The Work of Leaders* distills leadership best practices into a simple, compelling process that helps leaders at all levels get immediate results. From the Back Cover. ".a bright gem of a book." --Jim Kouzes Barry Posner, authors of the best-selling "*The Leadership Challenge*" "*The Work of Leaders*" is a bright gem of a book. In a crystal clear and to-the-point style, the authors make leadership instantly accessible with a memorable model, rock solid fundamentals, original research, compelling stories, and highly practical tips for putting the principles to immediate use. There are invaluable lessons on every page, and you'll enjoy discovering each one. We highly recommend *The Work of Leaders* to anyone who aspires to make extraordinary things happen in organizations." --Jim Kouzes Barry Posner, authors of the bestselling "*The Leadership Challenge*" "Clear, distinctive, intuitive, and deeply researched, *The Work of Leaders* gives every reader not only several 'a-ha!' moments, but smart, meaningful suggestions for changing the way we all lead." --Elaine Biech, author of "*The Business of Consulting*" "The authors have indeed done their homework! Their combined expertise and engaging writing gives their readers a one-stop shop for understanding and improving the way we lead. Bravo!" --Beverly Kaye, coauthor of "*Love 'Em or Lose 'Em*" "*The Work of Leaders*" shows you how to create a thriving organization by setting a vision and then collaborating with your people to guide your company to success. It is the strategic tool you need to move your business forward, with imaginative writing and a practical approach you can use right away." --Tom mckee, CEO, The Ken Blanchard Companies "Anyone who is in a leadership position or is responsible for evaluating leaders should make this book a must-read. Collectively, the book's authors are unique in their knowledge, background and ability, which is what distinguishes this great piece of work from others of its kind." --Sidney Feltenstein, former CEO, Yorkshire Global Restaurants "If you are a leader of a company or aspire to be one, I highly recommend reading this book. Using an easy to understand framework, the authors clearly lay out a blueprint for a company's success. This book is well researched, but also practical and fun to read. Pick it up, you won't be disappointed." --Paul F. Murphy, partner, Sentinel Capital Partners ABOUT THE AUTHORS Julie Straw oversees Inscape's network of more than 1,800 trainers, coaches, and

consultants and has guided development of this book from the reader's perspective. Mark Scullard, PhD, leads all aspects of research for Inscape and personally combed through all of the data—hundreds of thousands of item responses—that made this book possible. Susie Kukkonen leads all product development efforts at Inscape and juggled the writing of this book with a full-tilt product development schedule. Barry Davis oversees both marketing and product development for Inscape, and his passion for innovation means that he doesn't understand the phrase, "But that's how we've always done it."