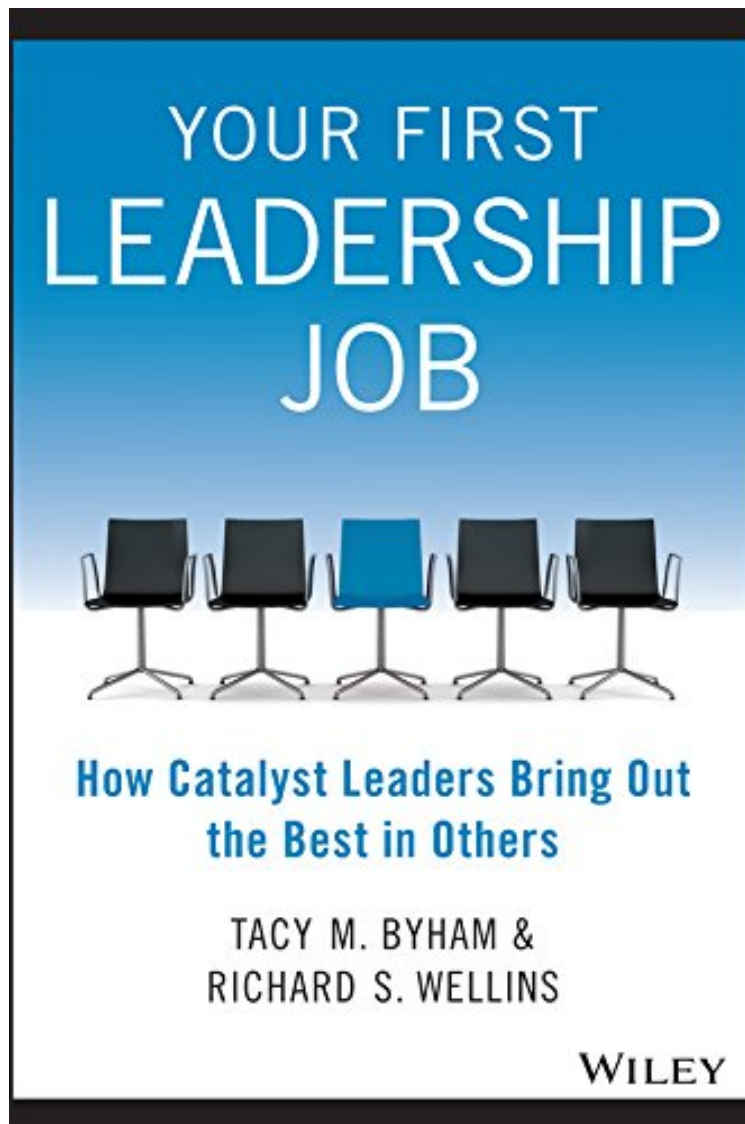


Your First Leadership Job: How Catalyst Leaders Bring Out the Best in Others

Tacy M. Byham, Richard S. Wellins
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Tacy M. Byham, Richard S. Wellins : Your First Leadership Job: How Catalyst Leaders Bring Out the Best in Others before purchasing it in order to gage whether or not it would be worth my time, and all praised Your First Leadership Job: How Catalyst Leaders Bring Out the Best in Others:

3 of 3 people found the following review helpful. This book is going to put a lot of consultants and coaches out of business!By Paul W. ThurmanI have been teaching, consulting, and coaching senior leaders for a couple of decades, now, and since around 2010, a great deal of my work--both in advisory work and in executive education--has been on

developing new leaders...both getting the ready for their first significant role and keeping their skills honed while they progress to higher leadership levels. The Byham text does a terrific job of demystifying a leader's role--and day job--and also gives useful prescriptions for job success...realizing that not every day will be rosy. A lot of "leadership books" talk about all of the "good things" that happen with leaders; Byham's text does, too, but it also points out, perhaps more importantly, how to get up and lead after a leadership "defeat" or challenge. This, perhaps, is the text's most useful feature...which makes it a must-read not only for new leaders but also for seasoned leaders, too. The penultimate chapter on women in leadership deserves much praise, too--not just for the research it highlights but also for the actionable, tactical advice it gives all women leaders on how to breakthrough "glass ceilings." Not only will this one go on my shelf--and into my lectures--but this is a great addition for any graduate course in leadership, organizational behavior, or strategic management...and I plan to add it to my students' reading lists this year!

Paul W. Thurman
Columbia University

1 of 1 people found the following review helpful. The book is filled with great content, actionable exercises

By Richard Citrin
Tacy Byham and Richard Wellin's new book, *Your First Leadership Job* fills an important gap in what new leaders and even veteran leaders can do to be more effective in their respective roles. The book is filled with great content, actionable exercises, and thoughtful "white space" moments where readers are asked to slow down and reflect on their real world work experiences. One of their best ideas is around being a "catalyst leader" rather than a "boss" as it helps to change the image of a manager as someone who just expects folks to get things done at all costs to someone who inspires their team to greatness. When you add in their ideas around branding, understanding and giving your manager what she wants, and even the nitty-gritty items such as how to run meetings, give feedback, and conduct performance management reviews, *Your First Leadership Job* gives any and all readers great tips to sharpen their leadership skills. As an organizational psychologist I will find many opportunities to share this book and its ideas with many senior and new leaders. I expect that they will find that its content will give them the tools to drive success through their organization.

Pick up this book for yourself and see how far it can take your career

1 of 1 people found the following review helpful. Invaluable asset even if you aren't a businessperson

By divinora
Well worth reading, even if you think you're not in a traditional leadership role, and especially if you are--no matter what your career and career stage may be. As a private practice physician, I am informally a leader within my own practice every day. This book has been invaluable in helping me become a better leader in my daily life at work and beyond. Byham provides sound practical principles from interpersonal interactions to technology strategies, powerful examples to illustrate her points, and a strong undercurrent of motivation and encouragement throughout the book. It's the practical road map to success that you've always wished for. You feel like you have a personal coach. Of particular interest is an incisive and spot-on chapter about Women and Leadership highlighting challenges specific to women and how to overcome them. I wish this book had existed when I was in college--it should be required reading for seniors. Would make a great gift for grads and for leaders at any stage. A must read.

Becoming the Very Best First-Time Leader Congratulations! You're now in charge. Perhaps it's your first time as a leader, or maybe you want to fine-tune your skills. Either way, you've begun one of the most rewarding chapters of your career. But, like many beginnings, the first few years can be challenging. Fortunately, you don't have to tackle this challenge on your own. *Your First Leadership Job* gives you practical advice straight from others who have walked in your shoes. Not only does it include dozens of tools to ensure your success, but it's also based on the author's and DDI's extensive experience and research, which ultimately has led to the development of millions of leaders around the world. In fact, a quarter-million leaders will be developed this year alone via DDI training. *Your First Leadership Job* is divided into two sections. Part 1 introduces the concept of catalyst leader--one who sparks energy, passion, and commitment in others. Your transition to catalyst leader is a major step in your leadership journey. This book provides essential tips to put you on the catalyst path. Ultimately, leadership is about the many conversations--frequent, clear, authentic, and occasionally difficult--that you will have daily. *Your First Leadership Job* builds awareness of the fundamental skills you'll come to rely on to make every one of these interactions successful. Part 2 devotes 13 chapters to critical core leadership competencies, including coaching for success, hiring the best employees, turning dreaded appraisals into discussions that propel performance, and handling difficult employees. It also includes a chapter for first-time female leaders. Look at *Your First Leadership Job* as an indispensable companion to becoming an awesome leader--one who will make a positive, lasting impact on your team, family, and career. Visit www.yourfirstleadershipjob.com to learn more.

"One of the biggest HR challenges organisations face is to ensure that they have effective and motivated managers. Making the transition into a management role is a daunting one for most people and one for which they often get little support. There is no doubt in my mind that this book will have a global appeal and should be seen as a must-read for those taking on their first management role. I like that it takes a very practical approach with lots of case studies, check-lists, self-assessment questions, reflections, and exercises. I particularly like the chapter on establishing your own leadership brand by being authentic and trustworthy."

--Danny Kalman
Talent

Management Professional and ICF Accredited Coach

There are so many leadership books and so little time for new leaders, but if there is one book to squeeze in, it would be *Your First Leadership Job*. It is a combination of important insights, theory, and research on leadership that follows up with a section that emphasizes mastering the skills. This section is filled with no-nonsense, practical information and examples punctuated with thoughtful questions and checklists that encourage self-reflection for the individual interested in taking on the challenge of being a leader for a living.

— Pam Benoit Executive Vice President and Provost, Ohio University

Leaders are made by hard work and determination; the price one pays to be able to make a difference to people and society. Like all big goals, it starts with one single step. *Your First Leadership Job* is that one first step for you and builds the foundation of global leadership.

— Ester Martinez CEO and Editor-in-Chief, People Matters

At Whirlpool, we put millennial new hire sales reps into a house together for 10 weeks and call it the *Real Whirled*. They learn technical skills about our products as well as the interaction skills in this book. Both are crucial to their success.

— Every new hire, whether a formal leader or not, should read this book.

— Donna Porter Manager, Organizational Development and Learning, Whirlpool Corporation

I had been a manager for several years, and I was missing foundational conversation skills in my leadership style. I really wish I had been exposed to them early in my leadership career. For more than 10 years now, I have put the new skills to work every day. They helped me achieve my success.

— Steve Sutton Volvo

Few career transitions are as difficult as becoming a first-time leader; few books provide such a clear, detailed blueprint to being successful. Rich and Tacy have distilled decades of wisdom in an effort to make great leaders less rare.

— Rebecca L. Ray, Ph.D. Executive Vice President, Knowledge Organization, Human Capital Practice Leader, The Conference Board

Leadership is work. It takes commitment and courage. The building blocks in *Your First Leadership Job* are a great launch pad for leaders. Then, you practice, fine-tune, and never stop working on it.

— Linda Aldred Senior Vice President, Texas Children's Hospital

The transition from individual contributor to supervisor or manager is the single most difficult transition for most leaders. This book is a marvelous compendium of practical advice to assist in successfully navigating that move. Building on decades of practical experience, the authors present their wisdom in an easily digestible way.

— Jack Zenger CEO, Zenger Folkman; co-author of *The Extraordinary Leader*

We believe leaders shape great companies, so building great leaders is a key business imperative for Philips. These fundamental interaction skills lie at the very core of leadership.

— Peter Hope Head of Leadership Development, Philips International B.V.

Stepping into leadership is an exciting and challenging time for anyone. *Your First Leadership Job* is a valuable and practical resource for any aspiring leader.

— Alison Bourne Head of Executive Development, ABF plc

In leading, as in so many other disciplines, small changes can result in astonishing impacts. By saying the wrong thing, a leader can crush the ambition of a team member. Conversely, by saying the right thing in the right way, a leader can lift the spirits and performance of a team to unexpected heights.

Your First Leadership Job offers tools and techniques for interacting with others in a way that helps them deliver their best performance while enjoying a ton of fulfillment in having done so.

— David R. MacDonald, Ph.D., APA, SIOP Haworth College of Business; Western Michigan University

This is the first book I have read that offers a practical guide to your first days in management with real-life examples, practical tips, and exercises to help the first-time manager succeed. A must-read for the new manager.

— Debbie McGrath Chief Instigator, HR.com

Our customers' needs are changing all the time, so our leaders must bring differentiated solutions to create real value for them and be empowered to do so. The catalyst leader concepts addressed in this book are the keys to making great leaders.

— Julie Blust Director of Learning Management, Cardinal Health

A comprehensive and practical guide for anyone who is taking on their first leadership role, complete with tailored advice for women stepping into leadership. A must-read for any newly promoted people manager and a great best practice guide for all experienced people managers who are committed to lifelong learning.

— Elke Thamm Group Head of Talent, FTSE 50 Organisation

My interest was thoroughly captured by this title and I can't stop recommending it. So much so that I've just bought my 56 supervisory graduates a copy each and tasked them to read and learn from its approaches.

— HR Magazine

From the Back Cover "Scores of leadership books cross my desk every year, but this has to be the most practical, detailed, and truly useful one I've seen in a long, long time. Byham and Wellins definitely know what works in developing leaders in the real world, and that shows through clearly in the book's practical tips, all-too-true examples, and lucid organization. And no, it's not just for first-timers."

— Eric Schurenberg, Media President and Editor-in-Chief, Inc. Magazine

"No one ever sets out to be a poor leader. But it's that first leadership role that often sets the trajectory for how successful a leader will be. The authors have delivered a book, backed by excellent DDI research, that is packed with insights and actionable steps. It's a must-read for those who are transitioning into a leadership role and who are committed to achieving excellence."

— Tony Bingham, President and CEO, Association for Talent Development (formerly ASTD)

"I recently moved into an assistant branch manager role. Although I had some leadership experience, I found the tips and tools in this book to be tremendously helpful. They were my safety blanket to ensure that I got off on the right foot with my team and my manager. This book is a must-

read for anyone who was recently promoted and wants to hit the ground running." mdash;Heather Reynolds, First Commonwealth Bank "We've done the researchmdash;leaders who build the critical skills and behaviors mentioned in this book succeed far beyond those who do not. First-time leaders who heed this advice show much greater competence and confidence and get better results through others." mdash;J. Scott Boston, Vice President, Human Resources, Kimberly Clark "This book perfectly highlights the skills we know 21st-century MBAs need post-graduation that they don't necessarily learn in b-school. It's an excellent resource for any new MBA looking to transition from individual contributor to an effective and influential front-line leader." mdash;Laurie Weingart, Senior Associate Dean of Education at Carnegie Mellon Tepper School of Business "In an era where companies are becoming platforms and ecosystems, the world increasingly needs really good catalysts to lead. This is the first well-researched book I've read that got me asking the important questions for how to become better." mdash;Peter Sims, Co-Founder and Managing Director, The Silicon Guild; author of Little Bets and Coauthor of True NorthAbout the AuthorTACY M. BYHAM, PHD, is the CEO of Development Dimensions International (DDI). Tacy has worked with dozens of global organizations, creating custom solutions to improve their leaders' performance. She believes that better leadership is not only about the workplace, but also about better communities and, ultimately, a better world. RICHARD S. WELLINS, PHD, is a global expert in leadership development. Your First Leadership Job is Rich's fifth book on talent management, including the bestseller, Empowered Teams. His research has been featured in Fortune, BusinessWeek, CNBC, NPR, BBC, and Forbes.