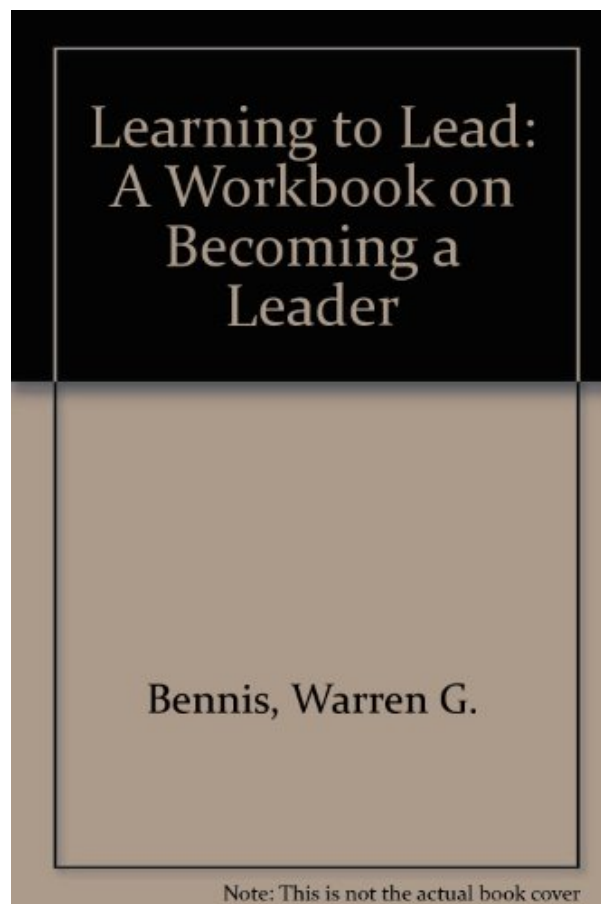


**LEARNING TO LEAD: A WORKBOOK ON
BECOMING A LEADER BY WARREN G.
BENNIS, JOAN GOLDSMITH**



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Learning to Lead: A Workbook on Becoming a Leader

Bennis, Warren G.

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As one of the home window to open the new world, this *Learning To Lead: A Workbook On Becoming A Leader By Warren G. Bennis, Joan Goldsmith* provides its remarkable writing from the author. Released in one of the preferred publishers, this publication Learning To Lead: A Workbook On Becoming A Leader By Warren G. Bennis, Joan Goldsmith turned into one of one of the most wanted books lately. Really, guide will not matter if that Learning To Lead: A Workbook On Becoming A Leader By Warren G. Bennis, Joan Goldsmith is a best seller or not. Every publication will certainly always provide finest resources to obtain the reader all finest.

Review

Doug Willmore, Chief Administrative Officer, Salt Lake County

“Learning to Lead is one of the finest books for leaders that I have ever had the opportunity to read. Grounded in proven theory, yet written in action, Bennis and Goldsmith have given anyone who aspires to lead more powerfully and more effectively, a pathway to follow. The pathway they lay out requires work and thought, yet it also calls for the best that you have to give – and as such, has allowed for new levels of self-expression, authenticity, and effectiveness in my own leadership. Clear and concise, yet not simple, it is a book that I will return to again and again.”

Catherine Houser, Executive Vice President of Human Resources, MTV Networks

“They say leaders are born, but leadership is a skill that's bred. Learning to Lead is full of smart, practical thinking on how to unlock the potential for greatness that lies within all of us.”

Raz Ingrasci, President & CEO, Hoffman Institute

“Outstanding leaders effectively embrace the paradox of a path that is equal parts inner wisdom and outward action. Now, just when the demand for excellence is greatest, this modern classic by Goldsmith and Bennis gives leaders of every stripe direct access to great mastery from one who knows you perfectly in your highest aspirations – YOURSELF. Live with this book. Use it to recalibrate your inner compass as you step boldly forward into the greatest adventure of your life.”

Tuscon Citizen

“This definitive and practical guide to leadership, now in its revised and updated fourth edition, is especially important in our current work environment of crisis and uncertainty. The ability to develop competent leaders is, without a doubt, one of our society’s most pressing concerns. This handy workbook is filled with wisdom from the world’s most insightful and accomplished leaders and includes useful self-assessments and dozens of interactive skill-building exercises.”

About the Author

Warren Bennis is Distinguished Professor of Business Administration at the University of Southern California and a consultant to multinational companies and governments around the world. He also chairs the

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On Becoming a Leader has sold nearly 150,000 copies since its publication in 1989. This workbook provides a practical way to work out the issues in Bennis' bestselling book, showing readers how to assess present leadership skills and then, through theory and exercises, how to improve problem areas.

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65 of 68 people found the following review helpful.

A Life-Long Exploration of Self

By Robert Morris

The late Vince Lombardi once asserted that leaders are made -- they are not born. "And they are made just like anything else that has ever been made in this country -- by hard effort and that's the price we all have to pay to achieve that goal, or any goal." Bennis and Goldsmith agree. Theirs is literally a WORK book. The material is organized within these seven chapters:

Leadership for a Successful Future ["Followers, who are often partners in an endeavor, look to leaders to interpret reality, explain the present, and paint a picture of the future."]

How to Use This Workbook ["We are introducing a different path to leadership development -- one that has twists and turns. It may not take a reader on a direct route to a finite end-place."]

The Leadership Crisis ["Where have all the leaders gone?...In the past two decades, there has been a high turnover, an appalling mortality -- both occupational and actuarial -- among leaders."]

Knowing Yourself ["If we have a clear awareness of who we are, we can develop the habit of staying tuned to what we say and do."]

NOTE: Bennis and Goldsmith agree with Shakespeare's Polonius ("To thine ownself be true") as does James O'Toole who, in *The Executive's Compass* and in *Leading Change*, has much of value to say on the subject of congruence of values and behavior.

Creating and Communicating a Vision ["Vision animates, inspirits, and transforms purpose into action."]

Managing Trust Through Integrity ["The leader has a vision for the organization that is clear, attractive, and attainable....has unconditional empathy for those who live in the organization.....the leader's positions are consistent....and the leader's integrity is unquestionable."]

Realizing Intention Through Action [Those who would be leaders "need to know where you begin and where you want to go....flesh out those routes, elaborate them, revise them, and map them, complete with possible pitfalls and traps as well as rewards"....also you must "look to see if the direct route is the most sound, or whether you should make a more circuitous approach....you plan your resources and identify your allies....examine your map objectively, as if you were not its maker....Finally, when you have finished the strategy, you set out to climb the mountain."]

The authors share a wealth of their own observations and suggestions in each of the seven chapters. What sets this book apart from others which address similar subjects is its inclusion of dozens of exercises for the reader to complete within the (WORK) book. The reader is also provided with "Books on Leadership: An Annotated Bibliography" prepared by Emmeline de Pillis, Anthony Khoo, and Hyepin Im. To their excellent suggestions I would add Tichy's *The Leadership Engine* because, as Goldsmith observes, "Our book proposes that in our world of startling changes and overwhelming challenges, leadership is needed at every level and in every nook and corner of our organizations. We can only have the leadership we need if individuals are encouraged, motivated and supported to create themselves as leaders on a day by day basis." I also recommend Fitz-enz's *The ROI of Human Capital* because, without effective leadership, no organization can possibly derive greatest benefit from its most valuable asset. Again quoting Goldsmith, "The insights, theories, exercises, and tools included within our book guide leadership explorations and discoveries by staff, managers and executives at all levels of their organizations and in all areas of their lives."

For whom will this excellent book be most helpful? First, for senior-level executives who are already leaders of others and feel the need for what could perhaps be called a "tune-up" of basic principles. Also, for those who aspire to be leaders and are willing and able to complete the exercises with both rigor and (more importantly) candor. Finally, for students of business now in preparation for careers which may soon begin.

(This book would be an excellent holiday or graduation gift.) Bennis and Goldsmith conclude as follows: "We hope you will continue to develop what you have begun in the learning partnership we have created here together. We look forward to knowing you more directly in the future. Empowerment leads to quality and ultimately to love of ourselves, of our work, and of life. More we cannot wish you." Nor can I.

19 of 20 people found the following review helpful.

A straight-forward look at Leadership

By Steven K Wolcott

Clarity. Simple, straight-forward, clarity. In the hustle and jive of selling leadership, this book stands out. As the authors point out, leadership has become a growth industry. In our hunger for answers to increasingly complex problems, we consume vast quantities of pretty unsubstantial literature on leadership. "Learning to Lead" brings a clarity to the matter of leadership development that is refreshing. The authors don't try to boil a complex subject down to aphorisms, but they do succeed in clarifying the route to developing leadership. They focus their efforts on exercises that will test and reinforce an aspiring leaders ability to know themselves, to create and communicate a vision, to maintain trust through integrity (couldn't a few of our leaders use that!) and realizing intention through action. Simple. Clear. Straightforward.

The exercises, although mostly paper and pencil activities that anyone could do without cooperating partners, are appropriate for the format of the book. Again they seek to clarify our vision of what we can do, even if we are not Gandhi, Martin Luthor King or Napoleon, to exercise leadership in our lives and our communities. This book is both inspirational and immanently practical. I awarded this book only 4 stars simply for the lack of graphics and visual content. It could have been more effective if it had been developed with visual learners in mind.

12 of 15 people found the following review helpful.

The Leadership Guru Does It Again!

By A Customer

This is a book which is incredibly hands on and easy to access. Bennis focuses on the essentials of leadership and unlike so many others, he gives concrete tangible steps for people to take to help them discover their own leadership potential. It is useful for individuals and for groups. It has application for people from all walks of life, at all stages of life and at all stages of personal development!

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