



Leadership Development



INTRODUCTION

“Every Day, There is a new question”

1. MISSION AND VALUES

So much Hot Air About something So Real

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INTRODUCTION

What is the key paragraph for the Introduction?

1. MISSION AND VALUES

What is the key paragraph for the chapter?

What don't you agree with in the chapter?

Is our company mission relevant?

What is the biggest lesson you have learnt?

2. CANDOR

The Biggest Dirty Little Secret In Business

3. DIFFERENTIATION

Cruel and Darwinian? Try Fair and Effective

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2. CANDOR

What is the key paragraph for the chapter?

<p>can-dor <i>n.</i></p> <ol style="list-style-type: none">1. Frankness or sincerity of expression; openness.2. Freedom from prejudice; impartiality.

What parts of this chapter did you disagree with?

Answer the following statements using the following scale ...

1 = seldom, 2 = sometimes, 3 = often, 4 = always

As a business we speak with candor. _____

In my day to day team we speak with candor. _____

As an individual I speak with candor. _____

3. DIFFERENTIATION

What is the key paragraph for the chapter?

Why doesn't differentiation fit with our business driver "People Matter"?

How would you feel being managed this way?

My key lessons from these 2 chapters are ...

4. VOICE AND DIGNITY

Every Brain in the Game

5. LEADERSHIP

It's Not Just About You

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4. VOICE AND DIGNITY

What is the key paragraph for the chapter?

How can you help improve "voice and dignity in our business"?

5. LEADERSHIP

What is the key paragraph for the chapter?

lead-er-ship *n.*

1. The position or office of a leader
2. Capacity or ability to lead
3. A group of leaders
4. Guidance; direction

Rank yourself for each of the leadership do's using the following scale

1 = seldom, 2 = sometimes, 3 = often, 4 = always

What Leaders Do	Rank
1. Leaders relentlessly upgrade their team, using every encounter as an opportunity to evaluate, coach and build self-confidence.	
2. Leaders make sure people not only see the vision, they live and breathe it.	
3. Leaders get into everyone's skin, exuding positive energy and optimism.	
4. Leaders establish trust with candor, transparency, and credit.	
5. Leaders have the courage to make unpopular decisions and gut calls.	
6. Leaders probe and push with a curiosity that borders on skepticism, making sure their questions are answered with action.	
7. Leaders inspire risk taking and learning by setting the example.	
8. Leaders celebrate.	

My ONE key lesson from these 2 chapters is ...

6. HIRING

What Winners Are Made Of

7. PEOPLE MANAGEMENT

You've got the Right Players. Now What?

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6. HIRING

What is the key paragraph for the chapter?

Write down the 3 acid tests.

Write down the 4-E (and 1-P) Framework.

What would stop you getting a job at GE?

7. PEOPLE MANAGEMENT

What is the key paragraph for the chapter?

Which one of the below do you most agree with and which one do you most disagree with? Why?

- Elevate HR to a position of power and primacy in the organizations
- Use a rigorous, non-bureaucratic evaluation system
- Create effective mechanisms – read: money, recognition, and training – to motivate and retain
- Face straight into charged relationships – with unions, stars, sliders, and disrupters – confront them with candor and action
- Fight gravity, and instead of taking the middle 70 percent for granted, treat them like the heart and soul of the organization
- Design the org chart to be as flat as possible, with blindingly clear reporting relationships and responsibilities

8. PARTING WAYS

Letting Go Is Hard to Do

9. CHANGE

Mountains to Move

10. CRISIS MANAGEMENT

From Oh-God-No to Yes-We're-Fine

8. PARTING WAYS

What is the key paragraph for the chapter?

Do you agree that people should be fired for non-performance?

9. CHANGE

What is the key paragraph for the chapter?

Write down and comment on the 4 practices for change?

- 1.
- 2.
- 3.
- 4.

10. CRISIS MANAGEMENT

What is the key paragraph for the chapter?

What is the biggest crisis you have been involved in since starting at our company?

How was that handled? What should we have done better?

11. STRATEGY

It's all in the Sauce

12. BUDGETING

Reinventing the Ritual

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11. STRATEGY

What is the key paragraph for the chapter?

What have you learnt the most from this chapter? How will you apply it?

12. BUDGETING

What is the key paragraph for the chapter?

How do we budget? How do you think this needs to change based on this chapter?

13. ORGANIC GROWTH

So You Want to Start Something New

14. MERGERS AND ACQUISITIONS

Deal Heat and Other Deadly Sins

15. SIX SIGMA

Better Than a Trip to the Dentist

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13. ORGANIC GROWTH

What is the key paragraph for the chapter?

How would you apply the 3 principals to starting a new business unit?

14. MERGERS AND ACQUISITIONS

What is the key paragraph for the chapter?

Do you think that we should have an acquisition strategy?

15. SIX SIGMA

What is the key paragraph for the chapter?

Research 'Six Sigma'. How could it be applied to our business?

My key lessons from these 3 chapters are ...

16. THE RIGHT JOB

Find it and You'll Never Really Work Again

17. GETTING PROMOTED

Sorry, No Shortcuts

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16. THE RIGHT JOB

What is the key paragraph for the chapter?

How does your current role match up (Good or Bad) to the following signals

People	
Opportunity	
Options	
Ownership	
Work Content	

17. GETTING PROMOTED

What is the key paragraph for the chapter?

What sort of role do you want to be in from 5 years from now? (either here or otherwise)

What do you need to learn to get there?

My key lessons from these 2 chapters are ...

18. HARD SPOTS

That Damn Boss

19. WORK, LIFE, BALANCE

Everything You Always Wanted to Know About Having It All (But Were Afraid to Hear)

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18. HARD SPOTS

What is the key paragraph for the chapter?

“Generally speaking, bosses are not awful to people whom they like, respect and need. Think hard about your performance”

What do you need to do differently after reading this chapter?

19. WORK, LIFE, BALANCE

What is the key paragraph for the chapter?

How does Jack’s view differ from what you have heard in the past?

What is the key lesson you have learnt from this chapter?

20. HERE, THERE, AND EVERYWHERE

The Questions That Almost Got Away

GENERAL BOOK REVIEW

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20. HERE, THERE, AND EVERYWHERE

Which question and answer did you find the most interesting and why?

GENERAL BOOK REVIEW (Review this booklet and write the 1 key lesson to you from each chapter)

1. MISSION AND VALUES	
2. CANDOR	
3. DIFFERENTIATION	
4. VOICE AND DIGNITY	
5. LEADERSHIP	
6. HIRING	
7. PEOPLE MANAGEMENT	
8. PARTING WAYS	
9. CHANGE	
10. CRISIS MANAGEMENT	
11. STRATEGY	
12. BUDGETING	
13. ORGANIC GROWTH	
14. MERGERS AND ACQUISITIONS	
15. SIX SIGMA	
16. THE RIGHT JOB	
17. GETTING PROMOTED	
18. HARD SPOTS	
19. WORK, LIFE, BALANCE	
20. HERE, THERE, AND EVERYWHERE	

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