

# Leadership report



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Summarize the key points of the book. The key points of the book are summarized thus: Leadership is inspiration plus perspiration. Hard and intelligent work is the key to success. What you do is no doubt important; but how you do, what you do is more important. Have the will to grow, and grow you will! No individual is defeated, until and unless one admits defeat.

Identify which of the three main categories of leadership approaches (e. g., leaders, followers, and situation) does this perspective fall into, and explain why you think so. The three main categories are: The Challenge—which describes why leadership is a tough game and many people are not able to hold on to their positions; The Response—the series of bold and intelligent steps that enable one to stay on in the game of leadership; Body and Soul—how and why people are responsible for their downfall. What are the ideas and guidelines in this book that you see as strengths? What do you disagree with? The strength of this book is, it contains many ideas that can be applied successfully in real-life situations. It states—that any theory is worthless, unless it is practical. The authors have worked on the contents of the book, not on imagination, but by taking interviews from the top men in different industries, and from experienced professionals like medicine, law, music, journalism and politics, to mention the important ones. That makes the contents of the book interesting and authentic. The insightful examples are like the steps of a ladder that lead to success. I do not disagree with any of the observations/findings of the authors, as they are experience-based and have come out of their dedicated research. The key ideas provided at the end of each chapter are immensely helpful, as by a cursory glance, they reveal the essentials of subject dealt with in the concerned chapter. How

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does this book resonate with or reflect your own vision of leadership? I agree with majority of the observations in the book. Leadership is not mere utterances of bravado. I believe, a leader is not a man of rash action and at the same time, he is willing to take risks. He has the cause and he has the heart to strive for that cause. He has the push, the stamina and the grit for the pursuit of that cause. He owns the heroism to accept the rewards or punishments of his decisions, with a balanced mental attitude. Any intended change is generally challenged with resistance as one fears about the loss of “ values, beliefs, or habits of a lifetime” (p. 12) Identify and describe principles in this book that help a leader motivate others to participate in collaborative problem-solving. One has to be a rebel against the procedures wherever they hold up progress. Leadership is not routine management. A leader is willing to challenge the people with him, and understands their problems, strengths and weaknesses. He is aware that new procedures, will encounter resistance. People are interested in easy options and would like to stick to the established layouts. A true leader hates status quo but at the same time he is willing to learn from the past. This book is not for mere reading; many of the ideas are innovative and are worth absorbing. Martin Linsky et al. write(2002, p. 3), " This book is about putting yourself and your ideas on the line, responding effectively to the risks, and living to celebrate the meaning of your efforts." The leader is sure about his final destination and he has the bigger picture in his mind and remains focused on the outcome. He constantly plans how to boost the morale of the employees. Patrick Lencioni writes, (2006, p. 163) “ Many organizations make the mistake of using metrics in place of thematic and strategic goals. This is a problem because metrics do not inspire enthusiasm among employees, nor

do they align behaviors around common themes or strategies.” A leader is constantly aware about the importance of compassion and willing acceptance of suggestions from his followers, if such ideas are fructifying for the cause of betterment of the organization. References Lencioni, Patrick; The Four Obsessions of an Extraordinary Executive; Jossey-Bass, 2006 Linsky, Martin (Author), Heifetz, Ronald A (Author); Leadership on the Line: Staying Alive through the Dangers of Leading; Harvard Business Press; 1 edition, April 18, 2002.