

Example of five lessons learned from catastrophic failures of leadership book rev...

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- Book introduction

The book by Irwin (2009) *Derailed: Five Lessons Learned from Catastrophic Failures of Leadership* is wonderful leadership and management guidebook. It answers the paradox question that every leader in the 21st century is seeking an answer to, how to avoid a downfall after ushering a company into unimaginable heights of success. Though this question is hard and tricky to answer, Irwin used history of outstanding CEOs that have over the years fallen prey into the sucking abyss of derailment. As a result, their actions cost them a position in a company that in most cases were the founders. Not only does it show how these admired leaders fell into the trap but also how current or future leaders would use these examples to avoid such complications.

- Summary of five main points of the book

Irwin (156) writing, however, broad and indulging leads to five major points. These points represent the main goal of that the author wanted to cut across when he wrote this book. First is that the character is very important even compared to technical skills. Secondly, history also reveals that arrogance always leads to derailment and ultimately failure as a leader. Third, awareness of self and others in terms of weaknesses further leads to derailment. In addition, he emphasized on the fact that no one can plan for adversary and if such were to take place, our true self-will always emerge and hopefully aid to the rescue. Finally, the author divulges that derailment is not foreseeable but lack attention to the development always increases the chances of it might take place (Irwin 165).

- Three main points linked to human resource management

Because this book focuses on leadership failures among other points that are important in a leader's journey, it provides very important points that are linked to human resource management. First, a leader must possess a very strong moral guidance system that aids every move and in the decision making processes of the company. A leader must also make decisions, which are not only based, on convenience, but for a higher vision. This means that a good leader must possess high deductive and analytical skills that will ensure every decision will steer the company into greatness. Finally, Irwin (105) argues that a perfect leader must be able to handle misfortune with grace and composure for the benefit of all the employees of the company.

- How is the book helpful or not to human resource professionals

This book is arguable a must read for professionals in the human resource industry. Not only is the book helpful, but also eye opening to various factors that may have been left uncovered over the years. Because the book focuses on suitable characteristics that are found in leaders, a human resource professional may use them to identify potential leaders in the company (Irwin 108). Not only does this information guide them in making wise selections in terms of employment, promotions, demotions, and even sucking, but it also helps them provide a guiding platform to the leaders they promote as well as those already in power.

- Does it provide direct or indirect relations to human resource management

Irwin (2009) provides diverse and broad perspectives in this book that could be used either directly or indirectly to human resource management. For example, the details on general intelligence and emotional intelligence would have a direct relation to human resource management. A leader's

character is also directly applicable to the human resource profession.

However, areas covering the guiding characteristics that reveal derailment are not directly applicable or related to human resource management (Irwin 164).

In conclusion, this book is recommended to anyone who wants a current yet fresh perspective on leadership and the challenges that are expected in a typical leader's journey. It is a very important read for leaders who wish to drive their leadership skills right to the top. In addition, it provides great pointers to human resource professionals who want an inspired outlook in their career.

Work cited

Irwin, Tim. *Derailed: Five Lessons Learned from Catastrophic Failures of Leadership*. Thomas Nelson, 2009.