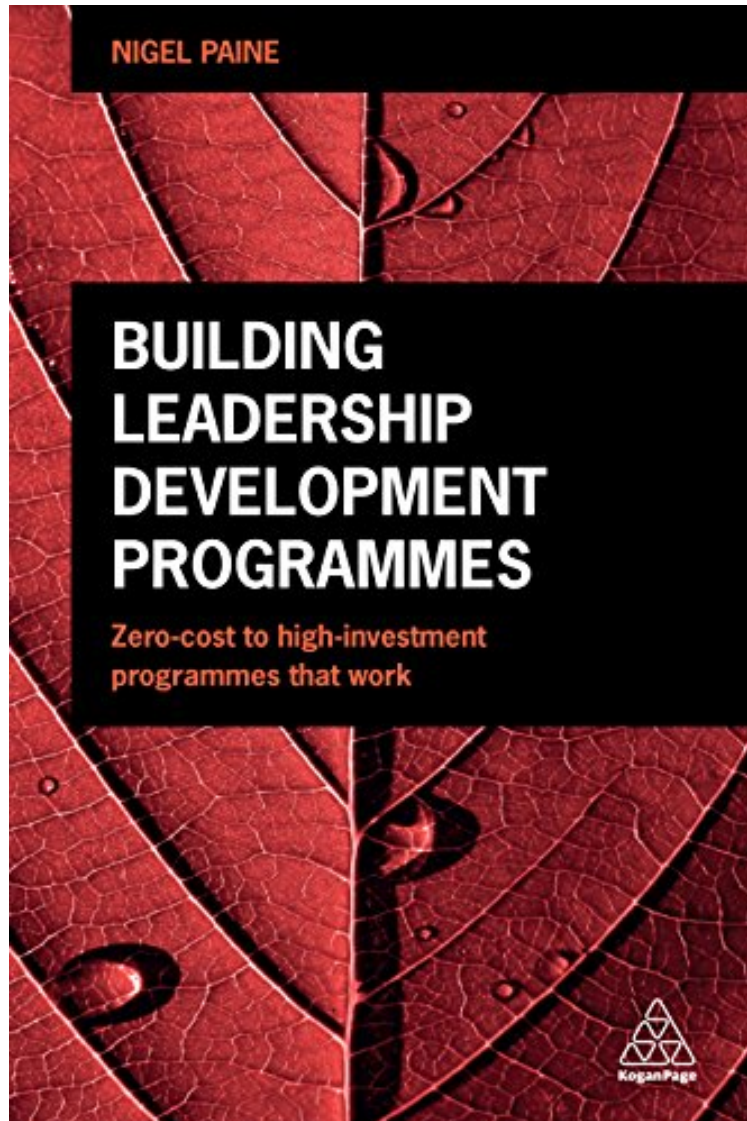


[Download] Building Leadership Development Programmes: Zero-Cost to High-Investment Programmes that Work

Building Leadership Development Programmes: Zero-Cost to High-Investment Programmes that Work

Nigel Paine

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Nigel Paine : Building Leadership Development Programmes: Zero-Cost to High-Investment Programmes that Work before purchasing it in order to gauge whether or not it would be worth my time, and all praised Building Leadership Development Programmes: Zero-Cost to High-Investment Programmes that Work:

0 of 0 people found the following review helpful. Now a personalised guide, dog-eared and annotated throughout By MCImmediately starts as an engaging read on leadership models. Interwoven with the right amount of history, theory

and behind-the-scenes insights to set the context for informed discussions on leadership today (e.g. focus on leadership vs. leaders, process context, change) ---Concluded with my hard copy becoming now a personalised guide, dog-eared and annotated throughout with reactions, ideas, and points and references to revisit. I have recommended to many people in and out of the learning and leadership development space; there's something in here for everyone working in an organisation. In particular, I found the discussions on social communications and learning/progress as social processes relevant and constructive (and just interesting!) for anyone working as part of or leading teams (Ch. 7 Storytelling Ch. 9 Action Learning). While admittedly not prescriptive, the clarity and authenticity with which Paine articulates organisational opportunities and challenges, inspires reflection and provides a diversity of accessible resources all together lead to a great read and create a glossary and roadmap to craft or improve (realistic) development programmes. 1 of 1 people found the following review helpful. Process. Impact. Accountability. Follow Up. By Customer Process. Impact. Accountability. Follow Up. Terrific fact based case studies and personal learning. Strong academic background and easy to read! 0 of 1 people found the following review helpful. This book is great for case studies and what you can learn from ... By brsmith629 This book is great for case studies and what you can learn from them. It is not so great for original ideas or laying out how to develop a leadership program. Knowing that I would still recommend this book for the case studies and what information they can provide. I received a copy of Building Leadership Development Programmes by Nigel Paine from NetGalley and choose to give my honest review.

Most leadership development runs on rails: courses are organized with standard content usually delivered by companies set up expressly for that purpose. Most leadership programmes fail when judged on whether they achieve lasting impact and behaviour change because what is covered is often forgotten after the programme ends. Building Leadership Development Programmes is designed to show how leadership development should work. It challenges the widely accepted notion that leadership development cannot be measured and it exemplifies how to design programmes that are in line with organizational needs and deliver lasting and measurable impact. Building Leadership Development Programmes is structured around detailed case studies from around the world that offer unique insights into the process of building effective leadership development, looking at a range of approaches from almost zero cost options to high end investment that actually works. It helps readers think through what it is that they are actually trying to achieve, offering processes to work through to establish what is necessary for their organization and take a longer view than looking for quick fixes. It features case studies including Crotonville Leadership Centre who have worked with GE, McKinsey and the Red Cross, and interviews with world authorities on leadership and talent development. Detailed guidance will help identify the right measures to ensure impact, and to adopt the right methodologies, including looking at leadership coaching, mentoring, social learning and action learning, blowing apart the idea that expensive training courses are always required.

"This book should be required reading for everyone in leadership development... Anyone paying attention to its messages will deliver better and more effective leadership programmes. Highly recommended." (Donald H Taylor, Chair, Learning and Performance Institute)"This book is well researched, covers the right ground, gives some fascinating examples of great programs from all over the world and extracts the learning from all of this. For me, it is the right book at the right time." (Elliott Masie, CEO and President, The Masie Centre)"Leadership development is a dangerous game: easy to commit to, much harder to win. Nigel Paine's new book Building Leadership Development Programmes plots a sensible course eschewing high theory in favour of multiple, grounded, pragmatic and freely shared case studies....It is this willingness to ground the work in a succession of practical examples that differentiates it from many of the other leadership texts that adorn my bookshelf." (Inside Learning Technologies and Skills magazine)"This book provides a solid foundation: a conceptual framework, and a broad range of grounded case studies, sharing both design and execution stories, tales of aspiration, tales of learning, tales of failure. It is this willingness to ground the work in a succession of practical examples that differentiates this for many of the other leadership texts that adorn my bookshelf." (Julian Stodd, Founder of Sea Salt Learning)"[It] was a pleasure to read....There were some examples that I enjoyed in particular, such as the BP and the SeaSalt example, mostly because they were new to me and provided a lot of insight in how others approach big challenges.... I also LOVED chapter 11 (The Shape of the Future). It gave me a completely different perspective on the potential of AI and VR." (Mirjam Neelen, Sr. Learning Development Consultant at Learnovate Centre)"This book is extremely well written, accessible and easy to understand, whilst being very well researched. Nigel Paine has a unique perspective on what makes leadership development effective and it will help anyone interested or involved in this field." (Dr Annie McKee, Senior Fellow at the University of Pennsylvania and Director of the PennCLO Executive Doctoral Program)"My team is presently in the process of designing a flagship programme for scientific leaders...and I've no doubt it will be incredibly useful in shaping our approach." (Director, People Development and Operations at Broad Institute of MIT and Harvard)"[Nigel's] books are very practical and immediately applicable" (Adam Stedham, Senior Vice President, Learning Solutions at GP Strategies Corporation)About the AuthorNigel Paine is a change-focused leader with a worldwide reputation and extensive experience in leadership and consultancy. As the Head of Training and

Development at BBC, he built one of the most successful learning and development operations in the UK. He now runs his own consultancy, which focuses on leadership, creativity, innovation and e-learning, working with companies in Europe, Brazil, Australia and the US. He is an academic director and member of the international advisory board at the University of Pennsylvania, board member of Management Issues and a Masie Learning Fellow.