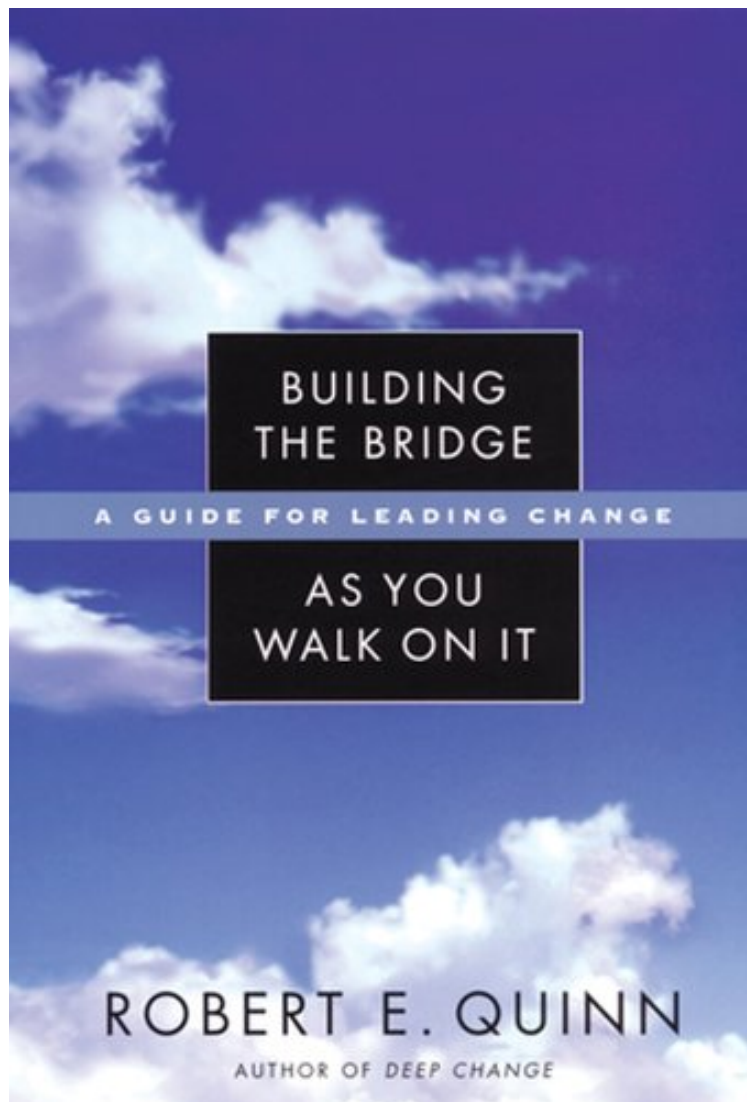


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Building the Bridge As You Walk On It: A Guide for Leading Change (J-B US non-Franchise Leadership)

Robert E. Quinn

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Robert E. Quinn : Building the Bridge As You Walk On It: A Guide for Leading Change (J-B US non-Franchise Leadership) before purchasing it in order to gage whether or not it would be worth my time, and all praised Building the Bridge As You Walk On It: A Guide for Leading Change (J-B US non-Franchise Leadership):

0 of 0 people found the following review helpful. A powerful synthesis of what can make a leader greatBy GEThis book captures the essence of transformational leadership in a way that few do. I have studied leadership, trained and

mentored leaders, and applied the principles and practices in my own life as a co-founder of a successful life sciences company. Quinn has synthesized his many years of experience in the classroom and in the board room, not to mention in his family life, and delivered a powerful set of ideas, models, and activities for anyone who wants to reflect on their own leadership and be involved in developing the leadership of others. I particularly appreciate his comparison of the "Normal State of Leadership" and the "Fundamental State of Leadership" (which I call best self leadership). In some ways what he writes is not "new" but the clarity with which he presents it makes it so easy to recognize and as a result to organize my own thinking. His eight practices that lead to and/or are expressions of the Fundamental State (Reflective action, Authentic engagement, Appreciative inquiry, Grounded vision, Adaptive confidence, Detached interdependence, Responsible freedom, Tough love) are snapshots into much deeper areas of leadership with many ways to understand and express one's best self as a leader. All in all, I highly recommend this book. It is especially useful for experienced leaders reflecting on and wanting to further their leadership practices and for those young leaders looking for a roadmap to their own development as leaders.

0 of 0 people found the following review helpful.

Fresh Perspective In Leadership Frameworks
By Kayecc
There are so many books regarding leadership skills, habits, traits, techniques, attitudes that I did not think there was much anyone could add to the huge data base. However, Robert Quinn finally gets to the essential conflict of "are leaders born or made?" He shares stories that show us that it is really who we are that is the basis for authentic success as a leader. Yes, the use of self is key to being a good leader and Quinn tries to get at the very elusive capacities of self-awareness, consciousness and value driven connections that are rarely identified in leadership development. Non-verbal intention, expression and persona are conveyed without language. People read who you are, do you know who you are? How to teach a higher level of self-understanding and motivation is a difficult task. I thank Quinn for attempting to add these personal, perhaps trans-personal qualities to the discussion.

15 of 15 people found the following review helpful. It will become a classic

By Mat633
Base on my understanding of the American society, I am not surprised that this book, like Quinn's previous book "Deep Change," doesn't get as many reviews as it deserves, but I am confident that this book, and Quinn's trilogy, will become classic down the line. This book would seem esoteric for the society that is addicted to data and techniques, thinking that what we need is more information and skills in order to lead. It does require the reader to be more mature to understand the content at a deeper level. In my case, my understanding of Systems Theory helps a great deal. In fact, this book fills the gap that is missing in the systemic leadership books that I have read.

Edwin H. Friedman's A Failure of Nerve: Leadership in the Age of the Quick Fix is one of the books that I like best on leadership and systems theory. However, even though it describes the sickness of the societies, organizations, families, etc. extremely well, it lacks the recommendation for the leader to develop the systemic quality to transform the society, organization, or family he or she is leading. Quinn's books fill the gap right on the spot.

As a Chinese living in America for 16 years, my concern is seeing the rampant reductionism in this society that seems to be leading America to gradually becoming like a third world nation that I escaped from. Books like this, though few, give me hope. America has a bright future if more leaders can chew this book, and its two siblings.

Building the Bridge As You Walk On It tells the personal stories of people who have embraced deep change and inspired author Robert Quinn to take his concept one step further and develop a new model of leadership—the fundamental state of leadership. The exploration of this transformative state is at the very heart of the book. Quinn shows how anyone can enter the fundamental state of leadership by engaging in the eight practices that center on the theme of ever-increasing integrity—reflective action, authentic engagement, appreciative inquiry, grounded vision, adaptive confidence, detached interdependence, responsible freedom, and tough love. After each chapter, Quinn challenges you to assess yourself with respect to each practice and to formulate a strategy for personal growth.