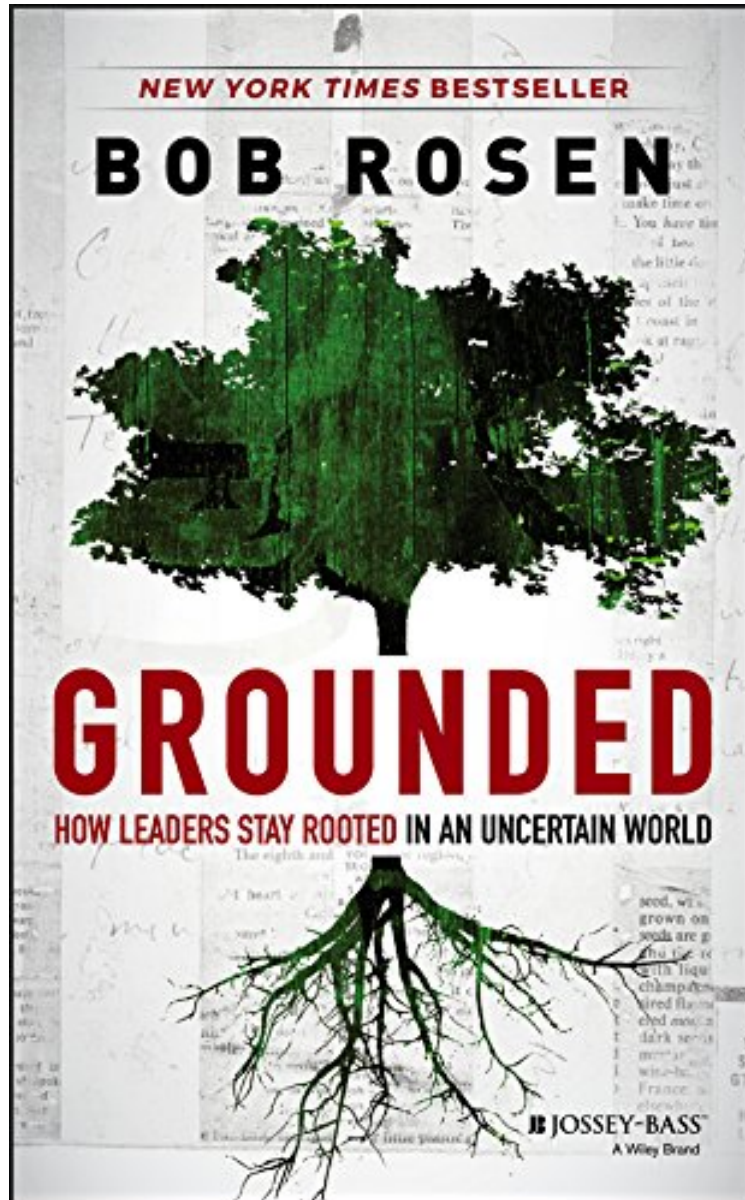


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## Grounded: How Leaders Stay Rooted in an Uncertain World

Bob Rosen

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**Bob Rosen : Grounded: How Leaders Stay Rooted in an Uncertain World** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Grounded: How Leaders Stay Rooted in an Uncertain World:

1 of 1 people found the following review helpful. A Must Read book on leadership By Maria Danly At last! Irsquo;m thrilled to find a book that deals with the bigger picture of exceptional leadership! In our current world of uncertainty,

crisis and change, where inspiring and effective leadership is woefully absent and is crucially needed, Bob Rosen's book, *Grounded*, clearly lays out a map for how successful leadership will work in the 21st Century. The days where leaders can effectively lead by focusing solely on performance and bottom line are over. *Grounded* outlines the inner qualities of effective leadership as well as the new performance skills leaders will need to withstand the currents of change, manage the deluge of daily information, navigate uncertainty and lead others with vision and inspiration. Filled with decades of research in both science and numerous case studies, *Grounded* presents the irrefutable fact that exceptional leaders will have to focus more on who they are, relying more and more upon their inner knowing as well as focusing on what they do; *Grounded* is a must for any leader interested in leading successfully into the 21st Century. Maria Danly, CPCC, MIM, Founder of New Paradigm for Leadership found the following review helpful. Balance finds a voice in leadership! By Michael S. Nagy There are so many important books written about leadership which describe and line out skills, capabilities, competencies and how-to. What strikes me as profound about this book is that it addresses the who of leadership in a different manner. As a psychiatrist, I have always believed that the cultivation of balance in life and attention to the fundamental drivers of who we are give direct access to good overall health. When we look to leaders and find those who follow habits to cultivate overall health, we feel energized and motivated. I know I do. This book describes that fundamental importance and sounds a clarion trumpet calling leaders to attend to these habits in life and develop intention to foster them in self and others. We look forward to healthier leadership and followership! Thank you Bob for this important contribution! 0 of 0 people found the following review helpful. A Validation of Good Leadership By Jack Leadership is like parent hood, there are no cookie cutter models, it is all about reacting and where possible predicting what needs to be done to lead your organization. Rosen details many examples of good leadership. The challenge as he notes is knowing who you are and how best you can meet the challenge. Worth the read if you are in leadership.

A provocative, personal approach to leadership based on in-depth research with hundreds of executives around the world Confronted by disruptive change and economic turbulence, many of today's leaders find themselves ill-equipped to manage the hazards they now face. They must contend with chronic uncertainty, cynical employees, and personal burnout. Most are poorly served by the prevailing paradigm that obsessively focuses on what we do to produce short-term results while sabotaging who we are as healthy human beings. Few have seen alternatives, until now. *Grounded* proposes a new approach that's designed for actual humans who must grapple with these forces. This new paradigm speaks to our better selves. Based on the author's Healthy Leader model, it focuses on the six personal dimensions that fuel—and refuel—the world's top leaders: physical, emotional, intellectual, social, vocational, and spiritual health. The book argues that leaders at every level can be more self-aware, develop their untapped potential, and drive significantly better results—for themselves, their teams, and their organizations. Shows readers how to build a personal leadership model that works with their values, goals and capabilities Features fresh stories from leaders in a variety of organizations including the New York Fire Department, PricewaterhouseCoopers, The Lego Group, and Medstar Health Gives leaders practical tools to face their toughest challenges with greater skill, confidence, and impact By developing themselves and mastering the six dimensions, readers can gain the stamina and strength to not only weather tough times but to achieve much, much more.

.com QA with Bob Rosen, author of *Grounded Leaders'* health may sound like a soft topic to some. How does it affect the bottom line? Well-being is a current hot topic of interest in many areas. For example, healthy employees simply cost companies less in almost every way. Healthy leaders are also more adept at adapting to the rapid pace of change. They simply get better business results. What's more, it's hard to argue with statistics. Our studies with hundreds of leaders over more than 20 years show a strong relationship between health and performance. What does healthy leadership look like? Healthy leaders are disciplined, self-aware and committed to personal growth for themselves and for those around them. They are attuned to four agendas. The financial agenda helps them assure that they have the capital and results required for continuity, success and growth. The operations agenda helps assure efficiency, the right investments, and processes for everything from accounting to innovation. The market agenda keeps them tuned to their customers, competitors, and the changing demands they will face. Most importantly, they focus on the human agenda, which healthy leaders recognize is the underpinning for the other three. Why is there a gap between the leaders we have and the leaders we need? Our preoccupation with competencies and results has created a superficial view of leadership. Competencies are important, but insufficient as indicators for the wisdom, judgment, decisiveness and courage that underlie great leadership. Our research clearly indicates that who you are shapes what you do. I think we've had that idea reversed for quite some time. How can leaders stay grounded when everything around them is unstable? Staying grounded in today's world takes commitment and discipline. It means being authentic, transparent, and staying true to one's values. We think our model is a very useful tool in helping people stay true to their authentic roots, discovering their strengths, and identifying areas in which they need to develop. What steps can be taken to achieve healthy leadership? First, a leader should remember that there's a huge difference between excellence and

perfection. It's important not to let perfection get in the way of excellence. One mistake or vulnerability does not define a person. Imperfections make us human. Being aware and letting others in on our abilities and our needs can help us be better human beings and better leaders. Then, leaders must think about the investments of time and effort they can make to continue to improve, particularly in those dimensions that most need shoring up. What are ways that healthy leaders can create conditions for engagement, both for themselves and for others? Leaders can take a breath, create time and space for authentic connection and meaningful conversations. Get people to think creatively about what the longer view looks like and what their aspirations are, instead of constantly focusing on immediate needs. Appraisal and reward systems need to recognize the value of making these investments of time and energy.