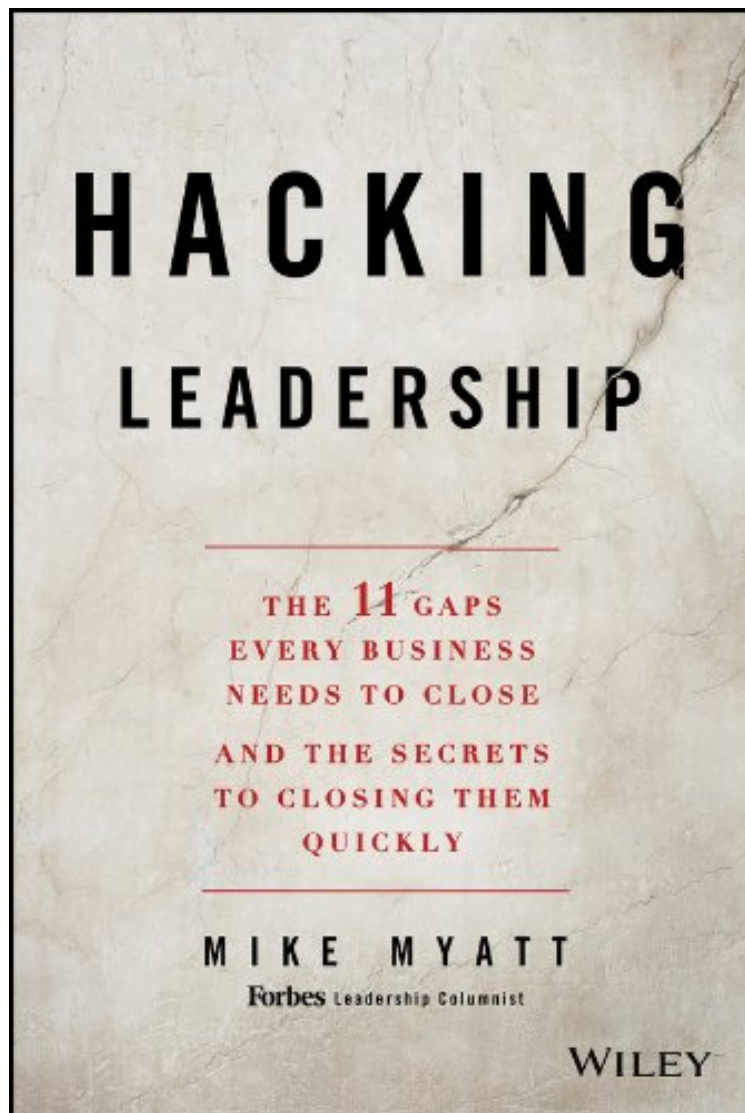


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## Hacking Leadership: The 11 Gaps Every Business Needs to Close and the Secrets to Closing Them Quickly

*Mike Myatt*

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**Mike Myatt : Hacking Leadership: The 11 Gaps Every Business Needs to Close and the Secrets to Closing Them Quickly** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Hacking Leadership: The 11 Gaps Every Business Needs to Close and the Secrets to Closing Them Quickly:

3 of 3 people found the following review helpful. The book is FULL of actionable concepts that leaders can and should put into practice -- starting NOW! By Nancy BroutI highly recommend Hacking Leadership as a very important

book for anyone who wants to be a better leader and/or help others do the same. As a highly respected thought leader, CEO coach, and consultant, Mike Myatt's deep insights and refreshing candor are powerful and persuasive. Mike sheds much needed light on why leaders are more or less effective and respected by those they lead. He adds clarity to many concepts, such as why it's SO essential for leaders to engage in genuine conversations, to always continue to learn and develop themselves, and to invite and value others who challenge them. I finished the book wanting to strike the word "consensus" from my vocabulary because it's a nemesis to the conversations that must take place if an organization is going to thrive over the long-term. The book is FULL of actionable concepts that leaders can and should put into practice -- starting NOW! It's a rare book that I would like to own in hard copy to explore, absorb and put into practice over time. It's been a long time since I captured this many highlights in a book. With eleven "gaps" and many "hacks" to close each "gap", it's a challenge to get one's head around the overall framework. It would be very helpful to have a summary chart in hand as a guide to work through over time. While I'm giving the author 5 stars for the book, I give the publisher 1 star for editing. In the first edition, grammarians will have to grin and bear the faulty punctuation and sentence flow. Once Wiley rediscovers the comma to correct this, the reading experience will be much improved. It's a shame this wasn't done before the book went to market but, if you want to be a better leader, don't let that stop you from reading it TODAY!!

1 of 1 people found the following review helpful. Excellent Book! By John Rossmiller Hacking Leadership is packed with great insights, advice and coaching. I strongly recommend the book for anyone interested in or called to a leadership position. After initially reading the book for my own self-development, I shared it in the form of a monthly book review with my leadership team. Following that, I used it as curriculum with my leadership team's direct reports as a development resource for our "Next Generation" of leaders. Both of these efforts yielded great results as we not only were reminded of what great leadership looks like, but also engaged a depth of discussion that allowed very practical application to our business. Personally, I found the book to be at times very affirming and at times convicting. I have sharpened my skills as a result of the investments made with this excellent material. Having read a number of business related books, I believe that Hacking Leadership is certainly one of the best. It will remain as a key development resource for our business.

2 of 2 people found the following review helpful. A good fresh look at leadership in business

By Daniel R. Murphy  
Title and Author: Hacking Leadership by Mike Myatt  
Subtitle: The 11 Gaps Every Business Needs to Close and the Secrets to Closing Them Quickly  
Synopsis of Content: This book is about the challenges facing every leader in every organization although it is focused on business as that is where the author's experience is. Myatt refers to the process of addressing leadership challenges as "hacking"; a term used a lot these days. He cites a definition for "hacking" as "to discover an alternate path, clever and skillful tricks, shortcuts and workarounds, etc." Using that definition then Myatt leads us to hack various problems that befall leaders and their organizations. Myatt tackles the challenges facing all leaders including: Purpose; embracing the Future; dealing with Mediocrity; Culture; Talent; Knowledge; Innovation; Expectations; Complexity; and failure. He examines each of these as "gaps" that is inadequacies and challenges that need to be overcome to be effective as a leader. Some of these gaps are in the leader himself, others are in the organization he leads. The book is written on the theoretical level. He does not offer many concrete examples of how his suggestions would be implemented. He tells us what a leader needs to achieve and then leaves it to the reader to figure out how that must be done in a given situation. The book is thorough in its examination of the skills a leader must master and the problems a leader commonly faces. The thrust of his argument is that a leader cannot be a mere manager. A leader does not just maintain the status quo. A leader must challenge the people he leads to embrace change, even destructive change, to move the organization into the future. He tells us that this is a competitive essential in today's world. Myatt ends his book by telling readers that the most important thing any leader does is serve his family. He reminds us that no success in business will ever make up for neglecting our loved ones.

What I found useful about this book: This book challenges leaders to be bold and future-oriented. A leader must be on the cutting edge, not to cause change for change's sake but to use creativity and thought to identify what is wrong with an organization or what can be improved and then to formulate the path to making those changes. This is a 21st century book on leadership to be sure. It is not a book for the timid or the tired. It challenges leaders to use all their energy to move forward. While this book focuses on the leader's role in business I found most of the principles and lessons he teaches will be useful to leaders in all kinds of organizations.

Readability/Writing Quality: The book is very well written, well organized and easy to read.

Notes on Author: Mike Myatt is an executive coach with years of experience. He is the CEO of N2Growth.com

Other Books by This Author: Leadership Matters (2007)

Three Great Ideas You Can Use:

1. "The secret sauce to purpose is found in a leader's ability to scale personal and professional purpose into a cause embraced and evangelized by others." — It is not enough for a leader to have a vision for his organization — it must be a vision that can be communicated to and accepted by the people in that organization.
2. "However it's important to note the same trait capable of propelling you to the top can also send you over the edge. Passion is not aptitude, nor is it competency, and neither is it totally unique. The only difference between irrational exuberance, folly, or impulsivity and passion is clear sense of purpose. These are nuances lost on many." — Passion is not enough to successfully run an organization. It must be tempered by essential qualities including ability, competency, etc.
3. "It was President John F. Kennedy, who said: 'For

time and the world do not stand still. Change is the law of life. And those who look only to the past or the present are certain to miss the future's opportunities. - Leadership is about change. Change is unavoidable and the leader who masters change masters leadership in large part.

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Hacking Leadership is Mike Myatt's latest leadership book written for leaders at every level. Leadership isn't broken, but how it's currently being practiced certainly is. Everyone has blind spots. The purpose of Hacking Leadership is to equip leaders at every level with an actionable framework to identify blind spots and close leadership gaps. The bulk of the book is based on actionable, topical leadership and management hacks to bridge eleven gaps every business needs to cross in order to create a culture of leadership: leadership, purpose, future, mediocrity, culture, talent, knowledge, innovation, expectation, complexity, and failure. Each chapter gives readers specific techniques to identify, understand, and most importantly, implement individual, team and organizational leadership hacks. Addresses blind spots and leverage points most leaders and managers haven't thought about, which left unaddressed, will adversely impact growth, development, and performance. All leaders have blind-spots (gaps), which often go undetected for years or decades, and sadly, even when identified the methods for dealing with them are outdated and ineffective; they need to be hacked. Showcases case studies from the author's consulting practice, serving as a confidant with more than 150 public company CEOs. Some of those corporate clients include: ATT, Bank of America, Deloitte, EMC, Humana, IBM, JP Morgan Chase, Merrill Lynch, PepsiCo, and other leading global brands. Hacking Leadership offers a fresh perspective that makes it easy for leaders to create a roadmap to identify, refine, develop, and achieve their leadership potential--and to create a more effective business that is financially solvent and professionally desirable.

"I love this book! Mike Myatt hooked me at the Prologue and had me engaged until the end. Hacking Leadership is insightful, stimulating, and entertaining--rich in wisdom and long on practicality. It has so many golden nuggets of learning that I know I'll return to it often for expert advice and counsel. Besides that, it's just plain fun to read. My nomination for the short list of best business books of the year." -- Jim Kouzes, coauthor of The Leadership Challenge and Executive Fellow of Leadership, Leavey School of Business, Santa Clara University

"Mike Myatt's 'Hacking Leadership' is a must read... Mike combines insightful yet practical commentary with in the trenches leadership experience few can match. I would highly recommend this text to anyone looking to become a better leader." -- Vijay Govindarajan, Professor at Tuck at Dartmouth and the author of NYT bestseller Reverse Innovation

"Mike Myatt's Hacking Leadership could well be the leadership book for our time, practical, plain speaking, robust and of the moment." -- Stuart Cramer, cofounder of Thinkers50

"Leveraging his accumulated wisdom as a highly regarded executive coach, Myatt has beautifully moved to the far side of complexity of today's leadership challenge with simple, direct, timely and proven guidance for lifting every leader's ability to contribute and advance. A must read for the aspiring leaders of today and tomorrow." -- Douglas R. Conant, Chairman Avon Products, Chairman Kellogg Executive Leadership Institute at Northwestern University, Former President, CEO and Director of Campbell Soup Company

"Hacking Leadership merits a place on every 21st century leader's short list of must-read books. Written from the heart and the mind of the renowned leadership expert Mike Myatt, this remarkable manual for action will inspire you to your greatest leadership contribution in your work and life." -- James Strock, author, Serve to Lead, Theodore Roosevelt On Leadership, Reagan On Leadership, Former George H.W. Bush appointee as chief law enforcement officer for the U.S. EPA

"Hacking Leadership is a thought-provoking, status quo shattering jolt of leadership wisdom that can propel anyone in the direction of their full leadership potential. At a time when scores of people are content settling for What Is, Mike challenges us to ask ourselves, What If? Instead of simply writing another book on leadership, he's penned a powerfully persuasive narrative that reminds us the only limits to our leadership are those we impose on ourselves. Hacking Leadership is a must read for everyone!" -- Brigadier General John E. Michel, Commanding General NATO Air Training Command-Afghanistan and author of (No More) Mediocre Me: How Saying No to The Status Quo Will Propel You From Ordinary to Extraordinary

"The ideas in Mike Myatt's Hacking Leadership will challenge you--but they are achievable and waiting for you to put them into action. Read this book, apply its concepts, and prepare to move light-years ahead in your leadership journey." -- Ken Blanchard, coauthor of The One Minute Manager; and TrustWorks!

"Every leader I know, including myself, has leadership gaps, and all of us need a resource and framework for not only identifying the gaps, but also a practical roadmap to help close those gaps. Hacking Leadership is an essential tool for every leader to have in their toolbox for working on their own leadership, and thus improving the team and overall organization. Mike reminds us all to not settle for the status quo, and the important role each of us have to be the change we seek. True leaders do something about it, and are willing to mix things up and hack away at their leadership, with the constant pursuit of excellence, and thus their true leadership potential." -- Brad Lomenick, President and key visionary, Catalyst, Author,

The Catalyst Leader"Mike's insights are logical, entertaining and well outlined. Deep experience with a myriad of leaders enables him to understand the landscape, and his passionate pursuit of innovation lets him crack it open. Hacking Leadership is a fresh take on what it means to be an effective leader and take action."—Thomas X. Geisel - CEO, Sun Bancorp, Inc.

Tremendous! Mike Myatt has written a superb book on leadership that is exceptionally timely and relevant for our world today. This book is both deeply insightful as well as intensely practical—a rare combination. I will highly recommend Hacking Leadership to leaders everywhere, at every level, and in all walks of life."—Stephen M. R. Covey, author of The New York Times and #1 Wall Street Journal bestseller, The Speed of Trust, and coauthor of Smart Trust "Great leaders are aware of gaps and blind spots in their organizations, teams, and lives. Learn the secrets of great leaders when you read Mike Myatt's Hacking Leadership!"—Marshall Goldsmith — 2 million-selling author of the New York Times bestseller, MOJO and What Got You Here Won't Get You There "All leaders have blind spots which they aren't aware of and these results in gaps in leadership. While not all gaps will have a major impact on how you function as a leader, some do and so it's important to know how to identify these and become aware of self imposed limitations and perceptual biases that you may have."—The Economic Times

From the Inside Flap Look up the verb to hack in any contemporary dictionary and you're likely to find as many as ten or more definitions, including: "to break up the surface of the ground," "to alter a computer program by accessing its operating code," "to cope with or manage successfully," "to clear a path by cutting away brush, vines, and weeds," and "to create innovative customizations to existing or outdated methodologies." For the purposes of this book, all of the above apply. The follow-up to Mike Myatt's internationally acclaimed Leadership Matters, Hacking Leadership is for leaders who feel that their performance falls short of their potential and who want to know why. It's for leaders who understand that in business today, the rule is adapt or die. And it's for anyone who wants to expand their leadership acumen, or for leaders interested in shaping a sustainable culture of leadership. While much of what you discover within the pages of this book will be new to you, some will be very familiar. As Mike explains, core leadership principles have remained largely the same since the dawn of time. The trick is learning how to integrate those principles with evolving leadership practices engineered for twenty-first century success. Enter Hacking Leadership. It delivers a proven approach to identifying your blind spots and closing leadership gaps. This book helps you gain a sharper perspective on your performance as a leader; learn to challenge your presuppositions about leadership and who you are as a leader; gain deep insights into your perceptual biases and self-imposed limitations; and totally reframe your thinking about what it means to be a leader. But that's not all. With the help of in-depth case studies chronicling his work with leaders at many of the world's leading organizations, Mike identifies the eleven leadership gaps which can be fatal to your health as a leader. These include gaps in the key areas of leadership, purpose, future, mediocrity, culture, talent, knowledge, innovation, expectation, complexity, and failure. More importantly, he arms you with actionable leadership and management hacks to bridge those gaps in order to create a true culture of leadership within your organization and drive record-breaking bottom-line and top-line business results. Offering a bold new approach to leadership development and powerful tools for achieving your full potential as a leader, Hacking Leadership is must-reading for anyone who refuses to think of leader as merely a job title, but as their life's mission.

From the Back Cover The buzz about Hacking Leadership . . . "I love this book! Mike Myatt hooked me at the Prologue and had me engaged until the end. Hacking Leadership is insightful, stimulating, and entertaining—rich in wisdom and long on practicality. It has so many golden nuggets of learning that I know I'll return to it often for expert advice and counsel. Besides that, it's just plain fun to read. My nomination for the short list of best business books of the year." —Jim Kouzes, coauthor of The Leadership Challenge and Executive Fellow of Leadership, Leavey School of Business, Santa Clara University "Mike Myatt's Hacking Leadership could well be the leadership book for our time, practical, plain speaking, robust and of the moment." —Stuart Crainer, cofounder of Thinkers50 "Leveraging his accumulated wisdom as a highly regarded executive coach, Myatt has beautifully moved to the far side of complexity in today's leadership challenge with simple, direct, timely and proven guidance for lifting every leader's ability to contribute and advance. A must-read for the aspiring leaders of today and tomorrow." —Douglas R. Conant, Chairman, Avon Products, Chairman, Kellogg Executive Leadership Institute at Northwestern University; former President, CEO and Director of Campbell Soup Company "Tremendous! Mike Myatt has written a superb book on leadership that is exceptionally timely and relevant for our world today. This book is both deeply insightful as well as intensely practical—a rare combination. I will highly recommend Hacking Leadership to leaders everywhere, at every level, and in all walks of life." —Stephen M. R. Covey, author of The New York Times and #1 Wall Street Journal bestseller, The Speed of Trust, and coauthor of Smart Trust "The ideas in Mike Myatt's Hacking Leadership will challenge you—but they are achievable and waiting for you to put them into action. Read this book, apply its concepts, and prepare to move light-years ahead in your leadership journey." —Ken Blanchard, coauthor of The One Minute Manager and Trust Works! "Mike Myatt's Hacking Leadership is a must-read . . . Mike combines insightful yet practical commentary with in-the-trenches leadership experience few can match. I would highly recommend this text to anyone looking to become a better leader." —Vijay Govindarajan, Professor at Tuck School of Business at Dartmouth and the author of The New York Times bestseller

