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Michael D. Watkins

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Michael D. Watkins : The First 90 Days with Harvard Business Review article quot;How Managers Become Leadersquot; (2 Items) before purchasing it in order to gage whether or not it would be worth my time, and all praised The First 90 Days with Harvard Business Review article quot;How Managers Become Leadersquot; (2 Items):

0 of 1 people found the following review helpful. Great book for those starting with a new companyBy Ayanna O.This book has really been helping me outline a solid successful transition plan into my new role.4 of 5 people found the following review helpful. Somewhat Useful -By Loyd EskildsonI've already reviewed 'The First 90 Days.' This offering simply adds an HBR article to that book, so I'll focus on the HBR article.Many rising stars trip when they shift from leading a function to leading an enterprise and taking responsibility for a PL and oversight of executives across corporate functions. To successfully transition, executives must navigate a tricky set of changes in their leadership focus and skills - 'The Seven Seismic Shifts.' They must move from specialists, analyst to integrator, tactician to strategist, bricklayer to architect, problem solver to agenda setter, warrior to diplomat, and supporting cast member to lead role. Too often they instead start by overmanaging the function they knew well and undermanaging the others. In some instances they have gained experience by rotating through various functions or working on cross-functional projects.

This Harvard Business Review collection, featuring the work of celebrated author and advisor Michael D. Watkins on leadership transitions, includes the international bestseller *The First 90 Days*, Updated and Expanded as well as the 2012 Harvard Business Review article, *How Managers Become Leaders*.rdquo;