

STRATEGIC EXECUTIVE DEVELOPMENT



JAMES E. BOLT • MICHAEL DUFFWORTH • MICHAEL McGRATH

Strategic Executive Development The Five Essential Investments

RJ Alexander



Strategic Executive Development The Five Essential Investments:

Strategic Executive Development James F. Bolt, Michael R. McGrath, Mike Dulworth, 2005-06-14 Strategic Executive Development written by three leaders in the field of executive development James F Bolt Michael McGrath and Michael Dulworth shows how world class companies use executive development to drive business strategy and affect growth This important resource presents five strategic uses of executive development that produce demonstrable business impact Based on empirical data gathered from their extensive research and consulting and a comprehensive survey of executive development in leading organizations this book answers the key question What are the investments in executive development that have the biggest impact Using illustrative case studies the authors clearly demonstrate how executive development is being successfully implemented at some of the world's most recognizable and enduring companies including Texas Instruments These cases describe what is working and why offer insights into the key process steps and show how companies have measured and validated the effects of executive development Strategic Executive Development offers the framework needed to create an executive development strategy and program that will help your organization achieve measurable business results and develop the executive capabilities needed to win in the marketplace **Strategic Human Resource**

Development Matthias T. Meifert, 2014-01-20 In an era that has brought new and unexpected challenges for virtually every company one would be hard pressed to find any responsible manager who is not thinking about what the future will bring In the wake of these challenges strategic planning has moved from being the reserve of large corporations to becoming an essential need for even small and medium sized enterprises But what good is even the most convincing strategic concept if the company's people are unwilling or unable to put it into practice The key is to develop people and to develop them not only for the work of today but also for the challenges that the future holds Strategic HR development has become a decisive force for the success of any business This book edited by Matthias T Meifert shows us which basic considerations we need to remember and what strategic HR development means in practice Its interesting and vivid approach takes the reader on a tour of the eight stages of HR development introduces the critical factors and highlights many practical recommendations for strategic HR development practice in business **The AMA Handbook of Leadership Chapter 6: Developing**

Exceptional Leaders: Critical Success Factors , The AMA Handbook of Leadership Marshall GOLDSMITH, John BALDONI, Sarah McArthur, 2010-01-13 The AMA Handbook of Leadership features insights from best of the best thought leaders and executive leadership coaches on topics from talent development the arts and leadership and competitive advantage through leadership to leading across cultures sustainability executive transition and many more timeless and timely issues Filled with powerful examples and full case studies the book includes previously unpublished articles from Frances Hesselbein R Roosevelt Thomas Jr Dave Ulrich John Jack Zenger Nancy J Adler John Baldoni Judith M Bardwick Marshall Goldsmith James F Bolt Marc Effron Joe Folkman Colin Gautrey Paul Hersey Maya Hu Chan Wendy Johnson Beverly

Kaye Paula Kruger Laurence S Lyons D Quinn Mills Howard Morgan Luke Novelli Jr Miriam Ort Gary Ranker Robert H Rosen Norm Smallwood Andrew Sobel Fons Trompenaars Albert A Vicere Peter Woolliams and Patricia Wheeler In a challenging business climate enterprises look to their leaders Some situations call for drastic change while others require the fortitude to stay the course Who better to help today's business leaders than the greatest leadership thinkers of our time A *Phenomenological Inquiry of Women's Lived Experiences in Preparing for High-Level Leadership Positions* Aldith A. Bell, 2010-08-05 The purpose of the qualitative hermeneutic phenomenological study was to explore the influence of leadership development or succession planning programs upon women's progression to high level positions and their continued success in the executive ranks A qualitative methodology provided a detailed and rich understanding of the experiences of women in high level leadership from the perspectives of women who have experienced leadership development or succession planning programs Twenty women in high level leadership positions employed in for profit organizations in the eastern United States were the focus of the study The results revealed that while some aspects of the programs were effective upon promotion to their high level positions most of the women leaders expressed a lack of preparation for their high level positions Key issues the women executives indicated were missing in existing leadership development and succession planning programs were a on the job training b lack of mentors and c job rotation

Connecting Top Managers Jim Taylor, Lisa Haneberg, 2010-12-16 How do you go about improving leadership team performance strengthening the connections between leaders and strengthening the leadership team's connections with the rest of the enterprise This book tells you how Leadership teams working together create the culture and set the tone for the entire organization When leadership teams fail to connect with employees their organizations fail Expensive leadership meetings often accomplish nothing and clashing leadership styles can disrupt the entire business What do these issues have in common Simply this The way leaders work together is crucial and enormous organization wide performance improvements can be achieved when they work together more effectively Readers will first learn how to define what leadership team excellence looks like and clarify the organizational impact you want your leadership team to have Next they'll learn how to systematically optimize the 5% of time your leaders spend working together in person electronically and through subordinates This book will help readers magnify their impact whether they're already at the top of the organization or aspiring to a future leadership role **Becoming a Master Manager** Robert E. Quinn, David S. Bright, Rachel E. Sturm, 2020-12-15 Integrating theory and empirical evidence Becoming a Master helps students and future managers master the dynamics and intricacies of the modern business environment The text's unique competing values framework provides a deep and holistic understanding of what is required to effectively manage any type of organization Readers learn to develop and apply critical managerial skills that encourage change promote adaptability build stability maintain continuity strengthen commitment and cohesion and yield positive organizational results The seventh edition features new and revised content

throughout offering students a comprehensive and up to date presentation of critical management competencies and their underlying theoretical value intentions and real life application Throughout the text classroom tested exercises enable students to assess analyze practice and apply the material while gaining insight into the paradoxes and contradictions that make the practice of management so complex The Leadership Challenge James M. Kouzes, Barry Z. Posner, Elaine Biech, 2010-04-15 Compiled by training and consulting expert Elaine Biech this new Leadership Challenge resource provides practical information and tools for demonstrating and teaching The Five Practices of Exemplary Leadership to audiences both new to or already familiar with the model Filled with 75 experiential learning activities and games each keyed to a specific practice s this book is an excellent addition to a facilitator s existing The Leadership Challenge and the Leadership Practices Inventory LPI or other leadership development program This book will feature contributions from experienced Leadership Challenge facilitators and other greats in the training industry **The Truth About Being a Leader** Karen Otazo, 2006-11-02 When it comes to effective leadership everyone has an opinion But you don t need opinions you need proven real world solutions based on facts and evidence That s what The Truth About Being a Leader delivers high power leadership techniques you can use every day whether you lead one person or 100 000 Dr Karen Otazo has spent more than 20 years coaching executives in virtually every type of organization She s worked personally with more than 2 000 individuals from interns to CEOs Now drawing on hundreds of secret leadership feedback reports she reveals what actually works and doesn t work when it comes to being a great leader You ll find simple easy to use techniques for smoothly assuming new leadership roles honing your style maximizing your impact crafting a vision shaping strategies and getting buy in using power wisely handling tough coaching and feedback sessions avoiding leadership pitfalls strengthening key leadership relationships inspiring people building world class teams and achieving outstanding results Prepare for the toughest challenges of leadership Widen your mental bandwidth in seven key areas Get beyond the numbers Learn how to use all your resources tangible and intangible Sharpen your vision and communicate it crisply Engage motivate and inspire all your audiences Don t let stress impact your performance Manage your stress manage your energy Use power wisely and choose your battles Apply the right touch not too light not too heavy handed Grow your people grow your team Develop outstanding people achieve outstanding results Leaders aren t born they re made and you can make yourself a great leader starting today This book s 52 proven leadership principles and bite size easy to use techniques that work **Leadership Excellence** , 2008

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