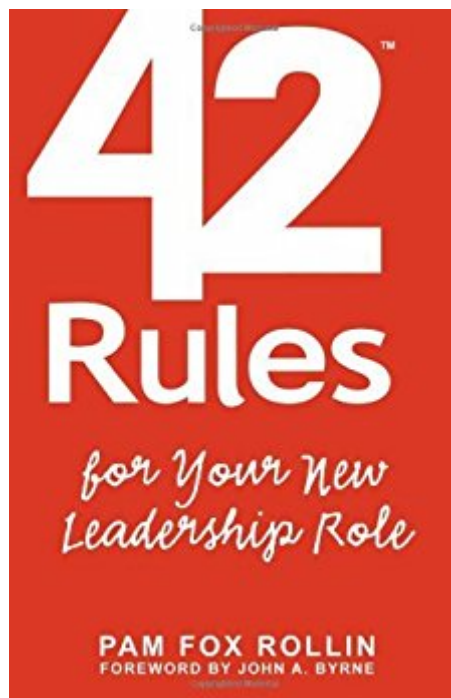


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42 Rules For Your New Leadership Role (2nd Edition): The Manual They Didn't Hand You When You Made VP, Director, Or Manager



Synopsis

42 Rules for Your New Leadership Role (2nd Edition) describes practical and effective actions for you to make a strong start at your new VP, Director, or Manager job. Drawing from extensive interviews with corporate leaders and the author's 20 years as a strategy consultant and executive coach, these rules form the manual they forgot to hand you when you got that promotion or offer letter. Topics include how to gain cooperation from your team, read the business culture at your new level, tee up smart "quick wins", show others how to work with you, assess the business risks in your new role, make the most of your strengths without overdoing it, work around your weaknesses, use team screw-ups to your advantage, redesign your undoable job, and stay focused on your plan when everyone wants you to fight fires and solve the problems on their desks. Pam gives you specific guidance for each step of those first few critical months. Her recommendations are shaped by current and classic leadership research, as well as fresh insight from her interviews with executives and surveys of leaders at all levels. With her background as executive coach to top Silicon Valley companies, corporate strategist with Bain and Accenture, and Guest Fellow at Stanford GSB's Center for Leadership Development and Research, Pam translates the experiences of thousands of leaders into easy-to-read guidance. Let this book remind you what you did right before, help you avoid common missteps that cause leaders to stumble, and give you new strategies for acing those critical first months. Adjust what you find here to serve team needs, market condition, cultural context, your goals and your personal leadership style. Buy this book when you're making a step up, moving to a new organization, or for your friends as they move up. This book is also an ideal reference for executive coaches, HR business partners, management trainers, executive assistants, and others who help new leaders be successful.

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Customer Reviews

I just read "42 Rules for Your New Leadership Role." Then I reread it. This book is dynamite! Author Pam Fox Rollin gets it about leadership, and how to transition into your new leadership role. The book is easy to read -- and use. Its format, 42 short essays on making the transition to leadership, makes it a valuable resource for new and experienced leaders. It is the very best "how to" guide for leaders I've come across -- and I've read a ton of leadership books. I particularly like Rule 4, "Draft Your Strategic One-Pager." Rollin's advice, "Summarize your company's strategy and your team's role," is solid, but often overlooked common sense. She asks some thought provoking questions and suggests that the reader answer them in a one page summary. Rule 15, "Show People How to Work With You," is another great piece of common sense leadership advice. Rollin says, "Often new leaders neglect to tell their people what they want, and then are frustrated when they don't get it." This is right out of Performance Management 101, but many leadership don't follow this advice. Successful leaders make it easy for people to work with and for them. Rule 30, "Grow More Leaders," is another of my favorites. In my experience Rollin is correct when she says, "If you develop a reputation as a great boss, you'll have a steady supply of great people who want to work for you." People flock to leaders who have a track record of growing subordinates and getting them promoted. I love her advice on championing your people: simple but powerful ideas like "bring them to meetings" and "speak well of them." Every one of the 42 rules in this book contains terrific advice, presented in a simple, straightforward manner.

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