

THE LEADERSHIP

Building Leadership Capacity for
Competitive Advantage

GAP

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VINCE MOLINARO

Leadership Gap Developing Leadership Capacity For Competitive Advantage

Lena Zander



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The Leadership Gap David S. Weiss,Vince Molinaro,2010-03-02 Studies consistently show that quality leadership development programs pay off for companies in the form of shareholder returns market share growth and sales However many companies have inadequate leadership development programs This book challenges traditional views of leadership development with a perspective that focuses on recognizing leadership as a source of competitive advantage If you re a manager or an HR leader The Leadership Gap offers the practical effective strategies you need to close the leadership gap in your organizations unleashing leadership potential for better business results and a sustainable competitive advantage

Leadership Solutions David S. Weiss,Vince Molinaro,Liane Davey,2010-03-02 An organizational guide to assessing measuring and building leadership capacity Leadership capacity has emerged as a key source of competitive advantage in today s economy But many organizations struggle to develop the capacity they need to succeed This book offers concrete and precise strategies to close the leadership gap It explains in detail how to conduct a leadership analysis determining exactly where the gaps are in both organizational and individual leadership analyzes the challenges a company faces helps in understanding an organization s leadership deficit and generates leadership solutions tailored to the organization s particular needs and shortcomings

Learning Trajectories, Innovation and Identity for Professional Development Anne Mc Kee,Michael Eraut,2011-09-18 Educators in the professions have always had unique demands placed upon them These include the need to keep pace with rapidly evolving knowledge bases developing skills and attitudes appropriate to practice learning in the workplace and fostering public confidence For twenty years these new demands have created additional educational imperatives Public accountability has become more intensive and extensive Practitioners practice in climates more subject to scrutiny and less forgiving of error The contexts in which professionals practice and learn have changed and these changes involve global issues and problems Often professionals are the first responders who are required to take an active stance in defining and solving problems This book explores the pedagogic implications of these challenges internationally for a wide range of professions which include accountants military company commanders surgeons nurse practitioners academic managers community physicians and dentists The established view of professional development is about what the professional knows and can do The authors broaden this view to include the systemic and contextual factors that affect learning and the conditions necessary for effective practice and identity development across the professional lifespan Authors examine the unique particularities and requirements of diverse professional groups The editors emphasize new ideas and learning that emerges across the professions As readers use this book as a pathway to their own innovations in scholarship and pedagogic research they join their colleagues in supporting new directions in learning teaching and assessment across professions This book was awarded the Outstanding Research Publication award for 2012 by the American Educational Research Association s Division I Education in the Professions p

Leadership Assessment for Talent

Development Tony Wall, John Knights, 2013-09-03 For professionals responsible for talent management and development assessing competence and capability is crucial especially in relation to recruiting the right leader Yet talent professionals can also use leadership assessment as a positive and powerful talent development tool Leadership Assessment for Talent Development goes beyond recruitment to position assessment as a central strategic activity It demonstrates how to apply a connected process that accelerates behavioural change areas and facilitates the engagement and enabling of in house talent This practical forward looking book uses authentic engaging case studies to show how the principles of leadership assessment can work in practice It is an essential companion for HR and talent professionals in any field who want to equip their company with the talent it needs to be fit for business success *The Trainer's Portable Mentor* Terrence L. Gargiulo, Ajay Pangarkar, Teresa Kirkwood, 2008-06-23 This highly accessible comprehensive resource shares the passions and key lessons from an all star cast of respected training professionals The authors covers a range of training topics from designing writing delivering measuring and managing training to developing business acumen They have divided the book into five sections Designing Training Delivering Training Workforce Performance and Learning Measurement and Evaluation and Professional Development including over 60 articles as well as additional resources on a special Web site helpful checklists case studies and assessments throughout and an easily customizable CD The Trainer's Portable Mentor is ideal for anyone new to the field of training and development as well as veterans looking for succinct practical nuggets they can put to use right away

Leadership-Driven HR David S. Weiss, 2013-01-04 Presents a new vision for HR's role in business Focusing on strategic solutions for HR Leadership Driven HR challenges the traditional view of HR as a service function and replaces it with a new vision of HR as an internal business accountable for the return on investment of essential corporate assets people and organizational processes Leadership Driven HR provides practical strategies for leveraging HR's role priorities accountabilities and organizational design Focuses on strategic solutions for HR addressing current and ongoing concerns in the world of HR Dr David Weiss is President CEO of Weiss International Ltd which leads innovative consulting and HR projects that generate effective strategy leadership innovation and HR solutions for leaders and employees HR serves a critical role in managing your most valuable assets Discover new ways this department can create significant ROI for your business

Handbook of Research on Strategic Leadership in the Fourth Industrial Revolution Zeki Simsek, Ciaran Heavey, Brian C. Fox, 2024-07-05 This pioneering Handbook surveys the research landscape of strategic leadership in what is referred to as the Fourth Industrial Revolution a fusion of technologies and systems which blurs the boundaries between the digital physical and biological spheres

Innovative Intelligence David S. Weiss, Claude Legrand, 2011-02-02 Innovation is a key source of competitive advantage but it remains frustratingly elusive for many organizations This book shows you how to close the innovation gap by making individuals and organizations systematically and sustainably innovative You will learn how to embrace a culture of innovation and make it permeate every level of the organization You will find a clear road map

and practical tools to redefine your workplace's culture, identify and tap into the existing innovative intelligence and develop leaders who can close the innovation gap for greater business success. *Connected Cognitive Coaching* Pat A. Tamakloe Ph.D., 2024-05-08. *Connected Cognitive Coaching: A Model for Leadership Health and Wellness* Coaches is for organizational leaders and leadership coaches to highlight an interconnection with physical, social, mental health and the decisions leaders make or the actions they take. It addresses how to overcome self-limiting mindsets exhibited through self-sabotaging behaviors among some leaders. Unhealthy leaders require coaching to overcome physical stressors, strained social relationships and flawed belief systems that prevent them from attaining their desired decision-making results. A certified Leadership Health and Wellness (LH/W) coach partners with a coachee (Leader) to access the subconscious mind using the Connected Cognitive Coaching Triple C model. This technique uncovers apparent fears by rationalizing or debunking the fears with facts through leveraging their preconscious mind. When coached well, unhealthy leaders can decisively attain their fantasies by employing their conscious mind. The Triple C technique allows the coachee to uphold and enhance physically healthy behaviors, socially healthy relationships and mentally well-contemplated decisions to reach an exceptionally optimized state of well-being, self-awareness and self-efficacy to lead. **Leadership Development in Saudi Arabia** Fahad F.H.

Alanazi, Charles Harvey, Tom McGovern, Mairi Maclean, 2025-06-30. *Leadership Development in Saudi Arabia* offers a comprehensive examination of the role of leadership development in expanding capabilities for national economic development, accelerating realization of the ambitious goals of Vision 2030, the country's blueprint for socioeconomic transformation. Based on nine case studies of leading Saudi companies, this book explores how and why firms invest in leadership development and assesses its current state in Saudi Arabia. It provides insights into both organizational talent building and the country's journey toward economic diversification. The book stands out as one of the first contextually rich in-depth studies of leadership development in a non-Western context, particularly within the ambitious framework of Saudi Arabia's Vision 2030. Through interviews with senior executives and leadership professionals, the book provides actionable recommendations for improving leadership development practices. Readers will benefit from detailed case studies and empirical data that highlight how leadership programs can drive business growth and national economic progress. It is essential reading for academics, leadership development professionals, policymakers and business leaders interested in understanding how leadership development supports economic growth in Saudi Arabia and how it might play an even bigger role in the future. It proposes developing fresh approaches to widening the pool of leadership talent building on the distinctive strengths of Islamic Leadership practices. **Handbook of Research on Challenges for Human Resource**

Management in the COVID-19 Era Figueiredo, Paula Cristina Nunes, Tomé, Eduardo Luís de Campos Soares, Rouco, José Carlos Dias, 2022-06-10. The importance of people in organizations has been growing in the organizational environment over the last decades. Digital transformation, artificial intelligence and sustainability have already reinforced the role of people as a

differentiating element for the success and survival of organizations These phenomena alone are already challenging for people There is a consensus that the world of work as we knew before the pandemic will not return Human resource management HRM practices must prepare organizations for the future of work The Handbook of Research on Challenges for Human Resource Management in the COVID 19 Era analyzes state of the art HRM in a digital transformation context and investigates the factors that promote more learning and development dynamics in organizational contexts It also evaluates the impact of HRM policies on individuals organizations and societies Covering topics such as corporate social responsibility job satisfaction and electronic performance monitoring this major reference work is a crucial resource for leaders from public and private companies human resource professionals specialists students and educators of higher education researchers and academicians

From One to Many Jennifer J. Britton, 2013-06-27 Jennifer Britton has penned another winner With *From One to Many* Jennifer not only gives us a bird's eye view perspective but she also delves into the details we need to be successful as group and team coaches I'm eager to incorporate this new material not only into my course curriculum but also into my own group coaching programs Jory H Fisher JD www.JoryFisher.com This remarkable resource gives coaches the necessary tools to expand their effectiveness and offer a group experience of connection and collaboration providing an exceptional experience for many Sandy Miller MA CPCC ACC www.revolutionizingdivorce.com *From One to Many* is a must read for coaches whether experienced or new to group and team coaching Jennifer combines extensive research personal and peer experiences practical applications and a comprehensive set of tools and resources to deliver another excellent book for professional coaches Janice LaVore Fletcher MMC BCC President Christian Coach Institute Practical tips tools and insight on successful team and group coaching engagements As professional development budgets at many organizations remain flat or even shrink due to financial pressures coaches and human resources leaders are looking for new ways to do more with less funding Team coaching which may span intact teams project teams and virtual teams and group coaching spanning both organizational and public contexts offer a solution to this developmental puzzle Unfortunately there are few practical resources available that address the best practices for team and group coaching *From One to Many* fills that gap for coaches leaders and human resources professionals The book explains how to integrate the practice into an organization and how to maximize it to full effect One of the only books on the market that explores in depth the related topics of team and group coaching Written by the founder of a performance improvement consultancy who is also a popular speaker on the subject Features new content specifically for practitioners in coaching human resources performance improvement and related fields

Linkage Inc's Best Practices in Leadership Development Handbook Linkage Inc., 2009-04-06 Leadership development is a planned effort that enhances the learner's capacity to lead people Building on the success of the first edition Linkage conducted a study of over 300 top organizations and their needs in organizational change and leadership development that identifies approaches to leadership development that have proven to be successful

The work offers practical how to instructions developing leaders and engaging in leadership development It provides current in depth models assessments tools and other instruments that can be used for immediate application within a variety of organizations

Management Des Stratégies À Découvrir, 2007 *Conference Board Report*, 1998 **Research Handbook of Global Leadership** Lena Zander, 2020-04-24 The Research Handbook of Global Leadership is an exciting new Handbook that brings together an international prominent group of scholars to take a fresh look at global leadership and query why and how global leaders can make a difference in our world both today and in the future

Leadership Across the Globe Vipin Gupta, Montgomery Van Wart, 2015-07-16 Leadership Across the Globe aims to serve a growing interest in how to lead in a global or cross cultural environment This book focuses on the corporate setting with illustrations theories and evidence from various regions around the world The book includes coverage of culture and diversity issues in leadership as well as a comprehensive detailed exploration of the comparative aspects of leadership Generously illustrated with cases boxed profiles figures and examples from a wide range of organizations this is a relevant resource for anyone seeking a leadership career on a global scale in multinational enterprises or in a multi cultural context

The Global Leadership Challenge J. Stewart Black, Allen J. Morrison, 2014-07-11 The economy is global businesses are increasingly global management has gone global and there is an increasing demand and reward for truly skilled global leaders managers and executives Black and Morrison address this change by asking why and when globalization truly began and explain how businesses can adapt themselves to remain competitive in increasingly global markets Written by authoritative experts and based on extensive up to date research and interviews with leading global leaders The Global Leadership Challenge provides practical tools to develop global leadership skills laying down the capabilities that must be developed and the plans that must be made to meet the globalization challenge This will be truly vital reading for middle managers who have ambition for more senior positions senior managers that are already bumping up against the challenges of global leadership and top executives who are in the midst of the challenges of global leadership

Leadership Development in Emerging Market Economies Alexandre Ardichvili, Khalil Dirani, 2017-01-01 This edited volume provides an overview of the current state and indigenous practices of leadership development LD in a select group of emerging market economies including BRICS Southeast and East Asia Middle East Eastern Europe and Africa While some authors focus exclusively on LD in the business sector others discuss such topics as LD in higher education the role of higher education institutions in leadership development for managers and executives the role of religious institutions and LD in the government and public sectors Further chapters on Brazil Malaysia Russia Thailand South Africa and South Korea include case studies of LD in individual companies These cases and examples can be used in discussions of indigenous LD practices in courses on international and cross cultural HRD HRM and leadership and organization development Readers will benefit from this unique view of indigenous practices and perspectives from a variety of disciplinary backgrounds HRD HRM and management and leadership studies It is an essential read for

academic audiences who recognize leadership development as a dominant trend both in developed and emerging economies
Professional Journal of the United States Army ,2016

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