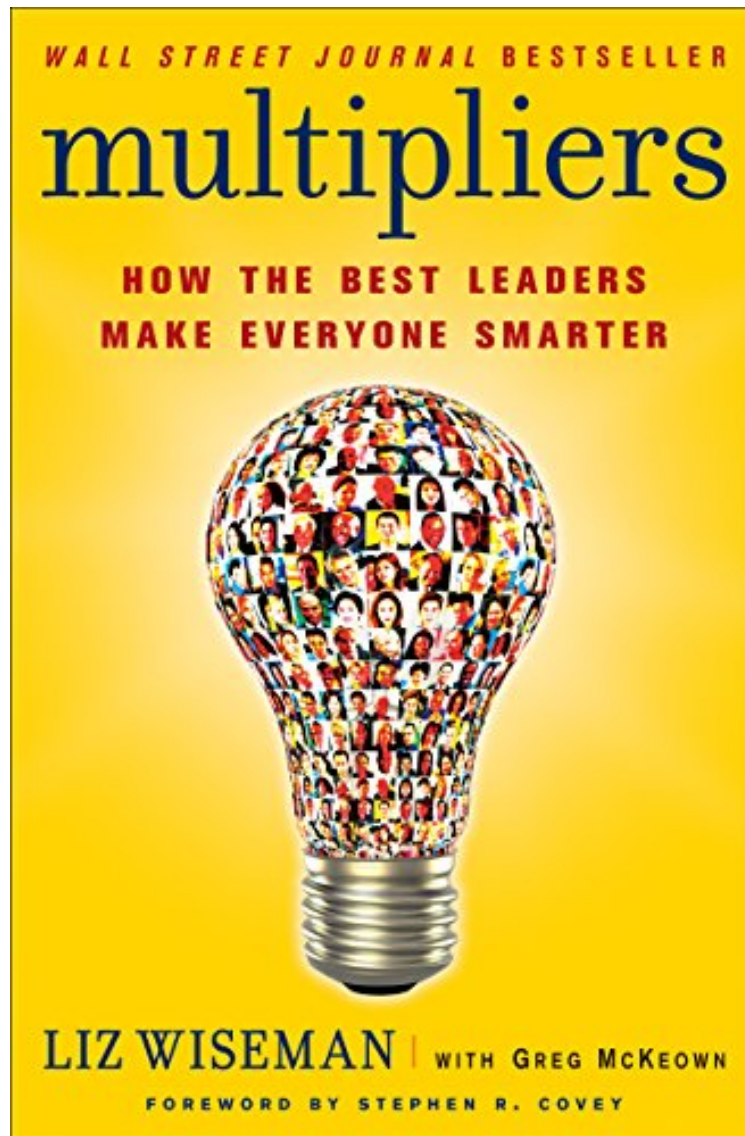


[Ebook free] Multipliers: How the Best Leaders Make Everyone Smarter

Multipliers: How the Best Leaders Make Everyone Smarter

Liz Wiseman, Greg McKeown

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Liz Wiseman, Greg McKeown : Multipliers: How the Best Leaders Make Everyone Smarter before purchasing it in order to gauge whether or not it would be worth my time, and all praised Multipliers: How the Best Leaders Make Everyone Smarter:

5 of 5 people found the following review helpful. Great leadership book to improve your leadership view and style! By @joemcfdnI wanted to take a moment to share a great leadership book I read through in 2015 that continues to shape and challenge the way I lead others. Multipliers: How the Best Leaders Make Everyone Smarter Leadership Much of what constitutes good leadership can be summarized in two words: respect and selflessness. How we relate to those

two words will determine how we lead. Consider two assumptions that lie at the opposite ends of the spectrum: **Really intelligent people are a rare breed and I am one of the few really smart people. People will never be able to figure things out without me. I need to have all the answers.** **Smart people are everywhere and will figure things out and get even smarter in the process. My job is to ask the right questions.** What you believe has a big impact on the performance, engagement, loyalty and the transparency you find with those you lead and interact with. In *Multipliers: How the Best Leaders Make Everyone Smarter*, authors Liz Wiseman and Greg McKeown refer to those with the mindset represented by the first assumption as **Diminishers** and those with the mindset represented by the second assumption as **Multipliers**. It explains why some leaders create intelligence around them, while others diminish it. The value of *Multipliers* is that it shows what these assumptions about people look like in practice and how they are reflected in your behavior. How would you approach your job differently if you believed that people are smart and can figure it out? With a **Multiplier** mindset, people will surprise you. They will give more. You will learn more. What kind of solutions could we generate if you could access the underutilized brainpower in the world? How much more could you accomplish? **Diminishers** don't get things done. They do. **Multipliers** are just that the people around them feel drained, overworked and underutilized. Some leaders seem to drain the intelligence and capability out of the people around them. Their focus on their own intelligence and their resolve to be the smartest person in the room [has] a diminishing effect on everyone else. For them to look smart, other people had to end up looking dumb. In short, **Diminishers** are absorbed in their own intelligence, stifle others, and deplete the organization of crucial intelligence and capability. **Multipliers** get more done by leveraging (using more) of the intelligence and capabilities of the people around them. They respect others. **Multipliers** are leaders who look beyond their own genius and focus their energy on extracting and extending the genius of others. These are not **feel good** leaders. They are tough and exacting managers who see a lot of capacity in others and want to utilize that potential to the fullest. The authors have identified five key behaviors or disciplines that distinguish **Multipliers** from **Diminishers**. You are not either/or but are somewhere along a continuum. These are all learned behaviors and have everything to do with how you view people. We don't have to be great in all disciplines to be a **Multiplier**, but we have to be at least neutral in those disciplines we struggle with. 5 of 5 people found the following review helpful. Leaders either **Multiply**...or **Diminish** talent. By Barry L. Davis. *Practical leadership* book subtitled *How the best leaders make everyone smarter*. Full of real life examples from business and life (there is a comprehensive list of the **Multipliers** cited in the Appendix, along with information on the research), this fascinating book begins by describing the **Multiplier** effect, continues with 5 chapters contrasting **Multipliers** with **Diminishers**: **Talent Magnets vs. Empire Builders**, **Liberators vs. Tyrants**, **Challengers vs. Know-It-Alls**, **Debate Makers vs. Decision Makers**, and **Investors vs. Micromanagers**. Each of these pragmatic chapters closes with a quick contract of the two types, citing the key practices of each **Multiplier** type, steps to becoming each type and unexpected findings that emerged from the research. This exceptional book closes guidance on becoming a **Multiplier** (there is also a 360 degree assessment at www.multipliersbook.com to enable the reader to identify their position along the **Multiplier-Diminisher** continuum). 4 of 4 people found the following review helpful. Overly optimistic, but a must-read for any manager. By *Ansatz*. When reading this book, you inevitably analyze all of the bosses you've had and see which category (**diminisher** or **multiplier**) they fall into. It gives some good perspective on leadership and offers some counter-intuitive advice. It also gives a lot of examples from the authors' extensive business experience. It is a bit over-optimistic about how productive workers are when left alone. Sometimes people need to be pushed. This book talked a lot about what managers should NOT do, but didn't offer enough of what they SHOULD do. Overall, a great book.

Wall Street Journal **Bestseller** A thought-provoking, accessible, and essential exploration of why some leaders (**Diminishers**) drain capability and intelligence from their teams, while others (**Multipliers**) amplify it to produce better results. Including a foreword by Stephen R. Covey, as well the five key disciplines that turn smart leaders into genius makers, **Multipliers** is a must-read for everyone from first-time managers to world leaders.