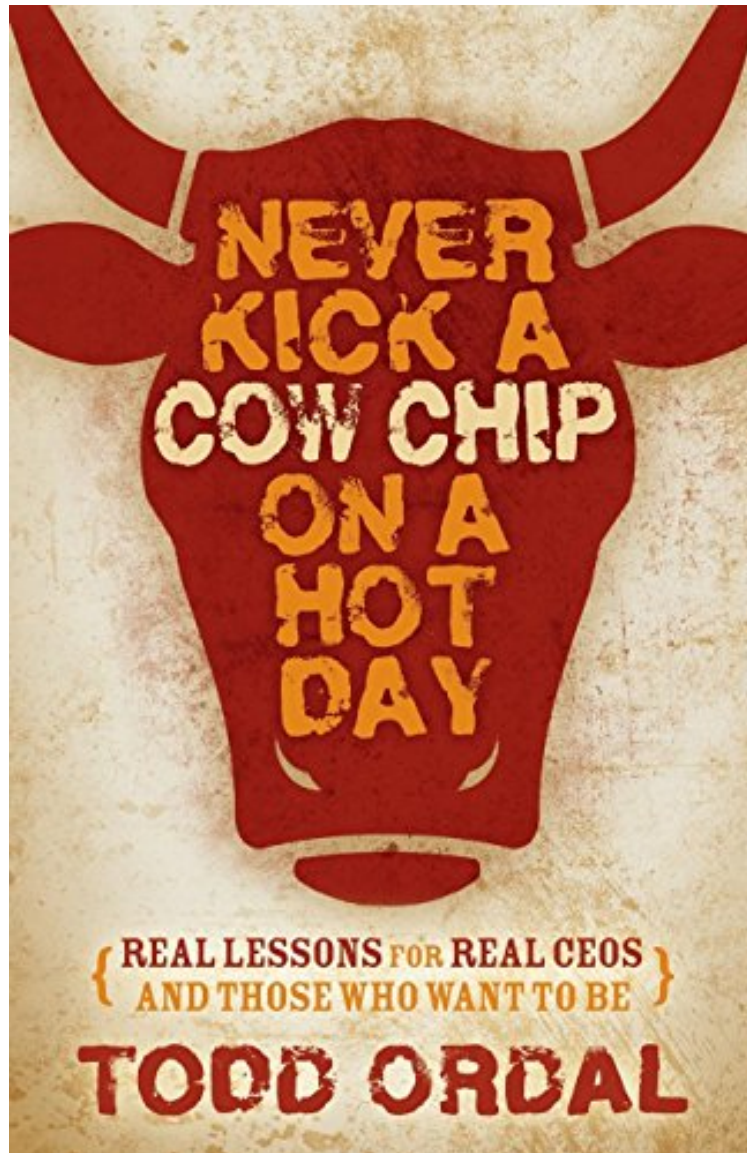


(Download) Never Kick a Cow Chip on a Hot Day: Real Lessons for Real CEOs and Those Who Want to Be

Never Kick a Cow Chip on a Hot Day: Real Lessons for Real CEOs and Those Who Want to Be

Todd Ordal

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Todd Ordal : Never Kick a Cow Chip on a Hot Day: Real Lessons for Real CEOs and Those Who Want to Be before purchasing it in order to gauge whether or not it would be worth my time, and all praised Never Kick a Cow Chip on a Hot Day: Real Lessons for Real CEOs and Those Who Want to Be:

0 of 0 people found the following review helpful. Real Experience Informing Real Lessons for a Real WorldBy Dave KinnearLike many of you, I read quite a bit. Sometimes, it's a "hit or miss" thing when buying a book. I am guessing

the about eighty percent of the time, I feel the investment of time and money was worth it, fifteen percent of the time I either force myself to finish or I abandon the book. Five percent of the time, I hit a real winner early in the game! Todd Ordal's new book is one of those five percenters!

DesignMr. Ordal has put his obvious leadership and execution experience into the design of this excellent book. Each chapter section is peppered with "Real Lesson:" paragraphs such as:

Real Lesson: The world is full of nice people, but only the kind ones are effective advisors and executives.

Ordal, Todd (2015-12-01). *Never Kick a Cow Chip on a Hot Day: Real Lessons for Real CEOs and Those Who Want to Be* (p. 6). Morgan James Publishing. Kindle Edition.

Each chapter also has a Chapter Review usually comprising a "Listen up," "Quick Wins," and "Graduate Work" paragraph. Here's an example from the first chapter so that you get the feel for how helpful this really is for the reader.

Chapter Review: Listen Up: I'm hopeful that much of what you read above resonated with you, but it is imperative that you immediately pick one mantra to work on; yes, right now! Identify two or three activities to support that mantra and get them on your calendar. It only takes a few minutes to make a singular change. If you dedicate time to just one change a day, the annual return on your investment will be substantial.

Quick Wins: Share these mantras with three trusted colleagues who are in a position to observe you in your leadership role. Get their feedback on your performance level in these areas to see how you can improve on each one.

Graduate Work: Create your own annual personal development plan from these mantras. Make sure that you cement behavioral changes in one area before you tackle another one. By the end of the year, you and others will see significant improvement!

Ordal, Todd (2015-12-01). *Never Kick a Cow Chip on a Hot Day: Real Lessons for Real CEOs and Those Who Want to Be* (pp. 23-24). Morgan James Publishing. Kindle Edition.

You can see how helpful this is. Much to my frustration, I had several extended interruptions in reading this excellent book. To make sure I kept the continuity, I simply went back to the previously read chapters, read the review and was able to easily pick up and continue my reading. This succinct and to the point summaries comprising the Real Lessons and Chapter Review will make this a go to book when the reader wants to refresh her or his memory on a key point.

Ordal's extensive experience as a business leader is very evident in the content of this book. His sense of humor is evident through out and he demonstrates that he takes his professional leadership seriously while he does not take himself too seriously. Contrary to the title and contrary to Jeffrey Pfeffer's assertions, there is no "Leadership BS" in this book. The lessons, suggestions and supporting arguments are well thought out and geared toward actual implementation. The goal is to achieve results.

I like to draw a hard line between strategy and execution (including planning) because crafting strategy is about thinking rather than planning and executing. However, if you cannot execute on those thoughts and those compelling ideas, then it is unlikely you will get anywhere!

Ordal, Todd (2015-12-01). *Never Kick a Cow Chip on a Hot Day: Real Lessons for Real CEOs and Those Who Want to Be* (p. 55). Morgan James Publishing. Kindle Edition.

And I could not agree more. The difficulty with our Leadership Coaching, Leadership and Personal Development "industry," is that we do not see things through to execution. Generally, as coaches or consultants, we tend to leave the execution to the client, and do little by way of practical help in implementation. Ordal goes out of his way to help the reader avoid that mistake.

Chapter four is dedicated to helping executives understand the difference between dreams and reality in a very practical manner.

Holding the leader accountable: Chapter nine reminds us that "It's Called Leading, Not Presiding!

Leadership Comes With Obligations." Ordal also reminds us several times throughout the book that successful executives are not nice, but they are kind. In this chapter he outlines our obligations: Procreate, Unchain and engage your people, Sharpen your own saw, Make a profit, Think deeply, Create clarity from chaos, Create a safe and trusting environment.

I could go on, but I won't because this review might wind up being longer than this excellent, concise book. I think I've given you a flavor of what to expect. If you are at all interested in being a leader or understanding what makes a good leader for you to follow, then this book is a must read. It will become a "go-to" reference.

0 of 0 people found the following review helpful. You will truly appreciate his common sense approach!

By Chet Marino Although written for the CEO, this is a great read for any business leader! Todd Ordal displays a rare combination of sage advice, practical wisdom and straight talk. He handles real-world issues, encourages focus and establishing priorities and rounds out his excellent advice with a whole chapter on balance at the end of the book. He is able to underscore many of his key points from first-hand experience while adding some refreshing wit and humor. I really enjoyed chapter 7, The Chicken Came First; You Need a Healthy Organization to Produce Profits. This concept is often overlooked in many of today's leadership; management; strategy; business books. His chapters on strategy and execution are worth the price of admission by themselves!

0 of 0 people found the following review helpful. Five Stars

By Customer Great book for anybody who wants to be successful in business and in life.

CEOs and other leaders can find leadership advice from the likes of Martha Stewart, Steve Jobs, Tony Soprano, Jack Welch, Oprah and even Jesus. They can read about how to lead by serving, by leaning in, by becoming great rather than merely good and by breaking all of the rules. While the stories of the rise and fall of the mighty (and the Almighty) demonstrate valuable lessons, the implied message is that you too can be the next Martha or Steve or Jack. Only in Garrison Kiellor's mythical Lake Wobegon are all of the women strong, the men good looking, the

children above average and the CEOs god-like. What is missing? Real lessons for real leaders in real language. Todd Ordal is a former business leader with 25 years in management roles who led teams as large as 7,000 employees, was CEO of several companies and has served on over 10 boards of directors. He did a lot of good work in those roles and also made a lot of mistakes. Todd now helps other CEOs and executives lead better, profit more and sleep more soundly at night---usually without narcotics! Todd's clients are successful business people, but they are not rock stars, untouchables or even god-like. They work hard, they are emotionally intelligent, they want to win and they want to run an ethical business that is a great place to work. In other words, they are "real"; and they want real lessons on leadership, not platitudes, parables or posturing. If you want to learn the real lessons to become a successful "real"; CEO start here!

About the Author Todd Ordal is President of Applied Strategy. Todd helps CEOs achieve better financial results, become more effective leaders and sleep easier at night. He speaks, writes, consults and advises on issues of strategy and leadership. Todd is a former CEO and has led teams as large as 7,000. Excerpt. copy; Reprinted by permission. All rights reserved. From the minute we engage with other humans (and even pets!) our parents tell us, "Be nice!" This is intended to be a catchall for eliminating behaviors like hitting, screaming, crying, or anything that makes the other people in the sandbox feel bad. As we get older, we're rewarded for being nice. When my kids were in elementary school, their teachers frequently complimented them for being nice, as in, "He hasn't turned in any of his homework and has failed the past three tests, but he's such a nice boy!" Nice is a hat hanger, a fall back sort of position when all else fails. But when it comes to the business of leadership, you are going to quickly see that nice isn't always the best way to carry yourself. As adults, we continue to be rewarded for being nice. My wife is nice. When someone knocks on the door trying to sell magazine subscriptions or cookies, or even trim our trees, she happily has a meaningful conversation with whoever interrupted dinnertime. Even when she says "no," she says it nicely and only after a detailed explanation as to why she doesn't need the trees trimmed or another subscription to a magazine filled mostly with ads. Practically, there isn't much harm in this behavior. The worst-case scenario is a nominal loss of time and too many Girl Scout cookies in the pantry. However, when we lead and manage others, being nice isn't always the most effective approach. There's a substantial difference between being nice and being kind. Nice is born out of fear, and kind is born out of love. The fear of not being liked, or fear of conflict, prevents us from speaking the truth. But if we are kind, we will overcome that fear. Most of the time, you are willing to tell someone you love that they are making a big mistake, even at the risk of offending them or hurting their feelings. My wife doesn't want to offend the salesperson, so she sacrifices her time to alleviate any possible rejection on the salesperson's part. She is just really nice. However, the key resource that salesperson has is time. By being nice, my wife is unintentionally reducing the salesperson's productivity and in essence, future earnings. My wife's niceness is robbing the guy blind. What my wife doesn't realize is that spending inordinate amounts of time with people who will eventually tell "no thanks" is not kind. Heck, it might even be pretty mean. Instead, a kind response might be: "I'm not interested and don't want you to waste your time because I'm not purchasing anything." It may be blunt, but it's the kindest and most effective response. When my two daughters were still living at home, I could count on them to be kind and tell me that I looked like a nerd when I put on some outdated clothes. Their honesty (even if it hurt my feelings in the immediacy) saved me piles of embarrassment over the long haul. And I truly appreciated that honesty. It was not always nice, but it certainly came from the heart, and maybe a strong desire to be seen with a fashionable father. I also appreciate it when someone tells me I look foolish with a piece of spinach in my teeth, rather than just ignore the situation because they don't want to embarrass me or seem rude. Sometimes being kind means risking offense. Now let's apply this nice versus kind behavior to the work environment. Nice managers will always find something to compliment. Kind managers will tell you what you need to know to succeed, even when the message is that your current practices are screwing things up. Nice leaders don't want anyone to feel bad, but when they stand in the middle of the road, they end up getting hit by traffic going both ways. Not only do they fail to protect people's feelings, they end up losing a lot more than just the smile on their face. Real Lesson: The world is full of nice people, but only the kind ones are effective advisors and executives. Kind leaders know that leaving weak people on the team means it won't succeed as quickly or as well. The result will be detrimental to the entire team, and eventually, the leader. Nice leaders don't enforce the rules if someone will get upset, because to change behavior would require uncomfortable conversations. They don't challenge the simple things like tardy behavior, and as a result, work production is weak. Kind leaders know that pushing people to be better, pointing out weaknesses and strengths, and having difficult conversations as soon as they are needed leads to much more success and, ironically, makes most people happier in the long run. They don't worry so much about the poor performers who can't handle kind and assertive conversations. They kindly escort them out of the company and allow them to find another place to settle---a nice place. It creates a successful atmosphere for everyone because they know you care, but will not be taken advantage of. In my work as an adviser to senior executives, I've often seen nice behavior cause tremendous problems. Avoiding conflict, allowing weak people to drag others down, being nice to

vendors who don't deliver, and telling board members and senior executives what they want to hear rather than the unvarnished truth are just a few examples of extremely dangerous behaviors. In fact, it destroys value, hampers employment and creates weak performers. In the end, being nice is not kind.