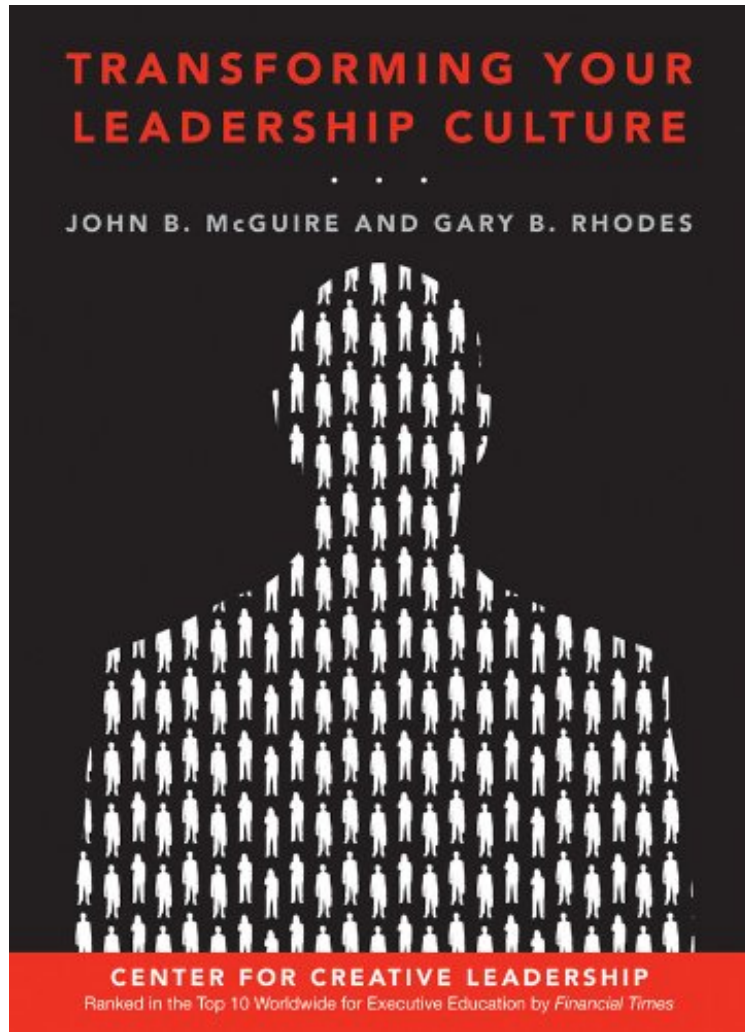


(Get free) Transforming Your Leadership Culture (J-B CCL (Center for Creative Leadership))

## Transforming Your Leadership Culture (J-B CCL (Center for Creative Leadership))

*John B. McGuire, Gary Rhodes*  
*ePub | \*DOC | audiobook | ebooks | Download PDF*



#995869 in eBooks 2009-03-30 2009-03-30 File Name: B0062O7K10 | File size: 61.Mb

**John B. McGuire, Gary Rhodes : Transforming Your Leadership Culture (J-B CCL (Center for Creative Leadership))** before purchasing it in order to gage whether or not it would be worth my time, and all praised Transforming Your Leadership Culture (J-B CCL (Center for Creative Leadership)):

7 of 7 people found the following review helpful. Outstanding Read - A Must for Your Top 10 ListBy Christopher J. EvansOrganizational transformation is standard fare for visionary leaders when asked about moving to the next level, being able to respond effectively and resiliently to a rapidly changing world. If all it took were smart people to run organizations we would never lose sleep over concerns like service, innovation, customers, or operational effectiveness. John McGuire and Gary Rhodes have mapped out not just why organizational realignments fail, but demonstrate the lessons grounded in real life that will help any organization transform. This book is the result of years

of research grounded in observing organization transformation attempts in various industries, private and governmental, and is a cogent and thought-provoking read identifying both the missteps and firm steps that have resulted in radically different, high performance organizational growth. The authors' work is based in large part on a developmental theory approach to organizational systems using foundational work from leading organizational thinkers including Bill Torbert and associates, whose powerhouse work, *Action Inquiry*, is one of the most influential reads for any CEO or developing leader, Chris Argyris, and Robert Kegan. It's not just the solid grounding of observations in transformation attempts or the clear linking to human behaviors that sets this book apart. McGuire and Rhodes have taken experiences from working in hundreds of organizations worldwide and created an operating manual for assessing the readiness for change and have packaged the tools to engage the kinds of thinking and dialogue that spark the discovery process. Readers will find their own minds getting bigger, to use their term, as they consider possibilities for expanding thinking within their teams, work groups, and organizations. Well written, informative, and immediately useful, this text is one of the first to truly deal with how to begin your own organizational exploration into transformation and supported by sound observations of how we humans respond. As leaders in the organization, we are concerned about the behaviors and responses of our employees both with our clients and within our work groups. While there is only so much behavior that can be scripted or structured by the organization, only by dealing with our thinking can we change our attitudes and approaches. McGuire and Rhodes have mapped this for us, and paraphrasing Oliver Wendell Holmes, a mind once stretched never returns to its original size. [...]

0 of 0 people found the following review helpful. A Great Book For Those Transforming Organizations To The Modern Era By TechJunkie A great book to think about the culture in your organization. If you are looking for ways to change your organizational culture to be more productive then you should read this book! Tons of practical advice!

2 of 2 people found the following review helpful. A Leadership and Culture Watershed--Get This Book to Truly Change Your Organization! By Dr. Lance Lee John and Gary's most recent book is a critical volume--a must-read for any of us who genuinely care about ratcheting up leadership effectiveness and transforming the culture of leadership within our organizations. Executives, corporate change-makers, OD/LD consultants, and students of leadership strategy and culture transformation will all find something they can immediately apply from McGuire and Rhodes' powerful, practical exposition. Eschewing cookie-cutter techniques and easy recipe formulations, the author-practitioners go for the guts of genuine and intentional leadership evolution within an organization. What emerges is a thoughtful, compelling framework and set of strategies that can be applied to any organization attempting a significant shift in its leadership culture. "Transforming Your Leadership Culture" is a guidebook for instigating leadership greatness, and a treatise of hope for all of us who work daily to transform organizations. Lance Lee, PhD President, Center for Relationship, Silicon Valley Leadership Consultant to Bank of New York Mellon

CCL fellows McGuire and Rhodes replace the common and popular myth that change in organizational culture is beyond the reach of mere mortals. They offer a practical guide for achieving feasible culture transformation by helping leaders see how leading the culture and managing the operations are two sides of the same coin. The book provides guidance and resources that helps leaders decide: (1) what change is feasible; (2) how to set practical incremental targets of change and development; and (3) what are the tools for navigating the turbulent waters of the change process.

Praise for *Transforming Your Leadership Culture* "If you are a leader who has been burned by the failure of traditional change management; remember that program that cost millions and didn't change a thing; this is the book for you. It provides a wholly new perspective for transforming leaders and your organization's culture simultaneously, and rapidly." —Michael Beer, chairman, TruePoint, and professor emeritus, Harvard Business School "John McGuire and Gary Rhodes provided solid support as we transformed our company from a top-down, do-your-job-because-I-said-so culture to a collaborative learning community of leaders within a process-centered organization. I cannot imagine having done it without them." —Loyal Peterman, president and founder, Abrasive Technology, Inc. "It is becoming more and more obvious that a developmental view of the human being is the core of any effective human change process. *Transforming Your Leadership Culture* is the latest book; and one of the best books; about how and why this is so, and how to implement it in your own business. Highly recommended!" —Ken Wilber, founder, Integral Institute, and author of *The Integral Vision* and *Integral Psychology* "The path to creating a genuine leadership culture in organizations is perhaps the deepest mystery of organizing. McGuire and Rhodes have carefully documented the actual paths taken by some of the very few companies that have successfully transformed toward interdependence together. *Transforming Your Leadership Culture* maps the process into the heart of this mystery." —Bill Torbert, management professor emeritus, Boston College "I had hoped that creating a high-performance organization could happen swiftly with a few powerful speeches and actions. The challenging truth is that creating an interdependent spirit and culture demands perseverance. Indeed, this is what sets the committed few apart from the masses; and the results are extraordinary!" —Vance Tang, president and CEO, KONE Inc. From the Inside Flap The challenges business leaders face today barely resemble those of just thirty years ago. We must either face up to a serious shift in our

identities or continue to perish professionally and organizationally at alarming rates. In response to these rapidly changing circumstances, a new kind of organization is emerging: the interdependent-collaborative organization--and all institutions, organizations, and governments are going to need its adaptive, quick-footed, see-around-the-corner capacity. In this book, John McGuire and Gary Rhodes of the renowned Center for Creative Leadership offer a practical guide for achieving feasible culture transformation by helping?leaders see how leading the culture and managing the operations are two sides of the same coin. Transforming Your Leadership Culture provides guidance and resources that help leaders decide what change is feasible, how to set practical incremental targets of change and development, and what tools are needed for navigating the turbulent waters of the change process. Executives must do this change work first, say the authors, leading by engagement and example--with senior leaders demonstrating alignment toward the change they expect of others by discovering and navigating a joint future together. Integrating developmental theory with solid research, the authors show how this approach orients organizations toward a connected leadership capability in which everyone in the organization can share. Transforming Your Leadership Culture debunks the common myth that change in organizational culture is beyond the reach of mere mortals. It shows how leadership can be an emergent, creative, collective force for change.

From the Back CoverThe challenges business leaders face today barely resemble those of just thirty years ago. We must either face up to a serious shift in our identities or continue to perish professionally and organizationally at alarming rates. In response to these rapidly changing circumstances, a new kind of organization is emerging: the interdependent-collaborative organizationmdash;and all institutions, organizations, and governments are going to need its adaptive, quick-footed, see-around-the-corner capacity. In this book, John McGuire and Gary Rhodes of the renowned Center for Creative Leadership offer a practical guide for achieving feasible culture transformation by helping?leaders see how leading the culture and managing the operations are two sides of the same coin. Transforming Your Leadership Culture provides guidance and resources that help leaders decide what change is feasible, how to set practical incremental targets of change and development, and what tools are needed for navigating the turbulent waters of the change process. Executives must do this change work first, say the authors, leading by engagement and examplemdash;with senior leaders demonstrating alignment toward the change they expect of others by discovering and navigating a joint future together. Integrating developmental theory with solid research, the authors show how this approach orients organizations toward a connected leadership capability in which everyone in the organization can share. Transforming Your Leadership Culture debunks the common myth that change in organizational culture is beyond the reach of mere mortals. It shows how leadership can be an emergent, creative, collective force for change.