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3. You must make your group a cohesive

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Collective Genius: The Art and Practice of Leading Innovation Introduction.

RAKESH M. SURI MD @ Linda Hill & Paradox Strategies Chief Executive Officer Chief of Thoracic & Cardiovascular Surgery Cleveland Clinic Abu Dhabi.

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Becoming a Great Leader. By Linda A. Hill and Kent Lineback Harvard Business Press, 2011

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Leadership isn't about getting things done

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yourself — it's about accomplishing things through others, says Hill, co-author of *Being the Boss: The 3 Imperatives for Becoming a Great Leader* (Harvard...

Being the Boss: 3 Imperatives to Great Leadership

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Being the Boss You have three key imperatives as a manager: manage yourself, manage your network, and manage your team. Formal authority on its own will fail to influence people and get results. It's important to manage your relationship with your boss, if only to avoid powerlessness, which can be ...

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She is the coauthor with Kent Lineback of Being the Boss: The 3 Imperatives of Becoming a Great Leader and Breakthrough Leadership, a blended cohort-based program that helps organizations transform midlevel

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The 3 Imperatives of Becoming a Great
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The book's subtitle refers to three
imperatives for becoming a great leader
and all are essential: Manage yourself,

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manage your network, and manage your team. The material is organized within three Parts, each devoted to one of the imperatives.

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Being the Boss : The 3 Imperatives for Becoming a Great Leader by Kent Lineback and Linda A. Hill (2019, Hardcover, Revised edition) The lowest-priced brand-new, unused, unopened, undamaged item in its original packaging (where packaging is applicable).

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Being Caught in a web of conflicting expectations from subordinates, your supervisor, peers, and customers. You're constantly fighting fires.

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Shows executives and managers how to be

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Successful by managing their own time, understanding their place in the larger organization, and uniting their employees for a common purpose.

You never dreamed being the boss would be so hard. You're caught in a web of conflicting expectations from

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subordinates, your supervisor, peers, and customers. You're not alone. As Linda Hill and Kent Lineback reveal in *Being the Boss*, becoming an effective manager is a painful, difficult journey. It's trial and error, endless effort, and slowly acquired personal insight. Many managers never complete the journey. At best, they just

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- Manage yourself: Learn that management isn't about getting things done yourself. It's about accomplishing things through others.
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customers. You're not alone. As Harvard Business School's Linda Hill and manager and executive Kent Lineback reveal in *Being the Boss*, becoming an effective manager is a painful, difficult journey. It's trial and error, endless effort, and slowly acquired personal insight. Many managers never complete the journey. Often, they

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just learn to get by. At worst, they become terrible bosses. This essential book, now with a new preface, explains how to avoid that fate, by mastering three imperatives: Manage yourself: Learn that management isn't about getting things done yourself. It's about accomplishing things through others. Manage a network: Understand

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how power and influence work in your organization and build a network of mutually beneficial relationships to navigate your company's complex political environment. Manage a team: Forge a high-performing "we" out of all the "I"s who report to you. Packed with compelling stories and practical guidance,

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Being the Boss is an indispensable guide for not only first-time managers but all managers seeking to master the most daunting challenges of leadership.--

Making the leap to management and leadership In your career, or anyone's, there is one transition that stands out as the

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most crucial--going from individual contributor to competent manager. New managers have to learn how to lead others rather than do the work themselves, to win trust and respect, to motivate, and to strike the right balance between delegation and control. Many fail to make the transition successfully. In this timeless,

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indispensable book, Harvard Business

School professor and leadership guru

Linda Hill traces the experiences of nineteen new managers over the course of their first year in the role. She reveals the complexity of the transition, highlighting the expectations of these managers, their subordinates, and their superiors. We hear

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the new managers describe how they reframed their understanding of their roles and responsibilities, how they learned to build effective cross-functional work relationships, how and when they used individual and organizational resources, and how they learned to cope with the inevitable stresses of leadership. Hill

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vidibly shows that becoming a manager is a profound psychological adjustment--a true transformation--as well as a continuous process of learning from experience. *Becoming a Manager*, a veritable treasury of essential leadership wisdom, is a book you will turn to again and again no matter where you are on your

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Becoming A Great Leader
Linda Hill

Why can some organizations innovate time and again, while most cannot? You might think the key to innovation is attracting exceptional creative talent. Or making the right investments. Or breaking down organizational silos. All of these

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things may help—but there's only one way to ensure sustained innovation: you need to lead it—and with a special kind of leadership. Collective Genius shows you how. Preeminent leadership scholar Linda Hill, along with former Pixar tech wizard Greg Brandeau, MIT researcher Emily Truelove, and Being the Boss coauthor

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Kent Lineback, found among leaders a widely shared, and mistaken, assumption: that a “good” leader in all other respects would also be an effective leader of innovation. The truth is, leading innovation takes a distinctive kind of leadership, one that unleashes and harnesses the “collective genius” of the

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people in the organization. Using vivid stories of individual leaders at companies like Volkswagen, Google, eBay, and Pfizer, as well as nonprofits and international government agencies, the authors show how successful leaders of innovation don't create a vision and try to make innovation happen themselves.

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Rather, they create and sustain a culture where innovation is allowed to happen again and again—an environment where people are both willing and able to do the hard work that innovative problem solving requires. Collective Genius will not only inspire you; it will give you the concrete, practical guidance you need to build

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innovation into the fabric of your business.

Linda Hill

The one primer you need to develop your managerial and leadership skills. Whether you're a new manager or looking to have more influence in your current management role, the challenges you face come in all shapes and sizes—a direct

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report's anxious questions, your boss's last-minute assignment of an important presentation, or a blank business case staring you in the face. To reach your full potential in these situations, you need to master a new set of business and personal skills. Packed with step-by-step advice and wisdom from Harvard Business Review's

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away—or take a deeper dive if you need more context. Keep this comprehensive guide with you throughout your career and be a more impactful leader in your organization. In the HBR Manager's Handbook you'll find:

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- Short sections and chapters that

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you can turn to quickly as a need arises -
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and templates to help you practice and
apply the concepts in the book - Concise
explanations of the latest research and
thinking on important management skills
from Harvard Business Review experts
such as Dan Goleman, Clayton

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Christensen, John Kotter, and Michael

Porter - Real-life stories from working managers - Recaps and action items at the

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Transitioning into a leadership role -

Building trust and credibility - Developing

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Develop the mindset and presence to successfully manage others for the first time. If you read nothing else on becoming a new manager, read these 10 articles.

We've combed through hundreds of Harvard Business Review articles and selected the most important ones to help you transition from being an outstanding

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individual contributor to becoming a great manager of others. This book will inspire you to:

- Develop your emotional intelligence
- Influence your colleagues through the science of persuasion
- Assess your team and enhance its performance
- Network effectively to achieve business goals and for personal advancement

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Navigating relationships with employees, bosses, and peers Get support from above View the big picture in your decision making Balance your team's work and personal life in a high-intensity workplace This collection of articles includes

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Michael D. Watkins; “Saving Your Rookie Managers from Themselves,” by Carol A. Walker; “Managing the High-Intensity Workplace,” by Erin Reid and Lakshmi Ramarajan; “Harnessing the Science of Persuasion,” Robert B. Cialdini; “What Makes a Leader?” by Daniel Goleman; “The Authenticity

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Paradox,” by Herminia Ibarra; “Managing Your Boss,” by John J. Gabarro and John P. Kotter; “How Leaders Create and Use Networks,” by Herminia Ibarra and Mark Lee Hunter; “Management Time: Who’s Got the Monkey?” by William Oncken, Jr., and Donald L. Wass; and BONUS ARTICLE: “How Managers Become

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Leaders,” by Michael D. Watkins.

Linda Hill

The New York Times bestseller that provides a simple, proven approach to improve accountability and the bottom line. The economy crashes, the government misfires, businesses fail, leaders don't lead, managers don't manage,

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and people don't follow through, leaving us asking, "How did that happen?"

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Through influence. In *How to Influence People*, leadership guru John C. Maxwell and his friend Jim Dornan tell you how to make a positive impact on every person in your life, from your children and coworkers to your customers and the barista at the coffee shop. *How to Influence People* will empower you to

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become a potent and positive influence in the lives of those around you without using a position or title. By “pouring your life into other people” (Dr. Maxwell’s definition of mentoring), “you can truly make a difference in their lives.” And when you make a difference in the lives of others, it makes a difference in your life

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too. Learn to perceive the stages of influence in your relationships and skillfully navigate your progress from perfect stranger to helpful confidant, to inspiring mentor and multiplier of influencers. Let this book impact your relationships, great and small, and make you a positive influencer and better leader

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in the lives of those around you.

Linda Hill

You aspire to lead with greater impact. The problem is you're busy executing on today's demands. You know you have to carve out time from your day job to build your leadership skills, but it's easy to let immediate problems and old mind-sets get

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in the way. Herminia Ibarra—an expert on professional leadership and development and a renowned professor at INSEAD, a leading international business school—shows how managers and executives at all levels can step up to leadership by making small but crucial changes in their jobs, their networks, and

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themselves. In Act Like a Leader, Think Like a Leader, she offers advice to help you:

- Redefine your job in order to make more strategic contributions
- Diversify your network so that you connect to, and learn from, a bigger range of stakeholders
- Become more playful with your self-concept, allowing your familiar—and

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possibly outdated—leadership style to evolve Ibarra turns the usual “think first and then act” philosophy on its head by arguing that doing these three things will help you learn through action and will increase what she calls your *outsight*—the valuable external perspective you gain from direct experiences and

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experimenting. As opposed to insight, oversight will then help change the way you think as a leader: about what kind of work is important; how you should invest your time; why and which relationships matter in informing and supporting your leadership; and, ultimately, who you want to become. Packed with self-assessments

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and practical advice to help define your most pressing leadership challenges, this book will help you devise a plan of action to become a better leader and move your career to the next level. It's time to learn by doing.

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