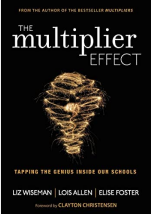
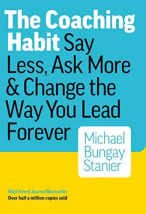


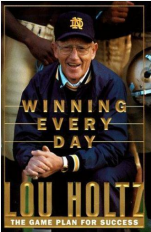
Table of Contents:

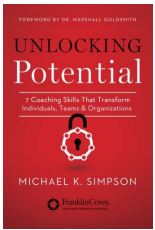
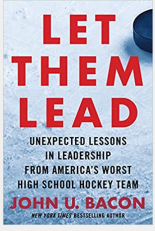
1. [Books \(w/videos, articles, etc.\)](#)
2. [Video Clips](#)
3. [Articles](#)
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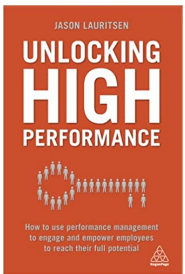
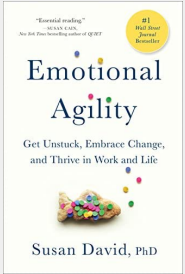
1. Books

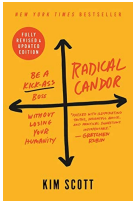
Title	Description	Link
<p>The Multiplier Effect (Liz Wiseman)</p> 	<p>How much intelligence do you get?</p> <p>We've all had experience with two dramatically different types of leaders. The first type drains intelligence, energy, and capability from the people around them and always needs to be the smartest ones in the room. These are the idea killers, the energy sappers, the diminishers of talent and commitment.</p> <p>On the other side of the spectrum are leaders who use their intelligence to amplify the smarts and capabilities of the people around them. When these leaders walk into a room, light bulbs go off over people's heads; ideas flow and problems get solved. These are the leaders who inspire others to stretch themselves to deliver results that surpass expectations. These are the Multipliers. And the world needs more of them, especially now, when schools are expected to do more with less.</p> <p>Taking a deep dive with more than 100 of education's best leaders, the authors explore the five disciplines that distinguish Multipliers from Diminishers and how these leaders attract and develop talent, as well as harness new ideas and energy to drive educational innovation. The Multiplier Effect: Tapping the Genius in our Schools is an invitation to leaders across education to operate as Multipliers, accessing and channeling the intelligence, talent, and creativity of the people around them.</p>	Book
		Ch. 1
		Summary Video (2:00)
		Intro to Multipliers (3:32)
		Summary Video 2 (8:40)
		Diminishers vs Multipliers (4:12)
		Multipliers (41:49)
		Multipliers Presentation (57:10)
		Official Resources & Services

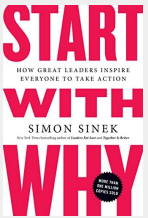
<p>Coaching Habit (Michael Bungay Stanier)</p> 	<p>In Michael Bungay Stanier's The Coaching Habit, coaching becomes a regular, informal part of your day so managers and their teams can work less hard and have more impact. Drawing on years of experience training more than 10,000 busy managers from around the globe in practical, everyday coaching skills, Bungay Stanier reveals how to unlock your peoples' potential. He unpacks sevenessential coaching questions to demonstrate how--by saying less and asking more--you can develop coaching methods that produce great results.</p> <p>Get straight to the point in any conversation with The Kickstart Question Stay on track during any interaction with The Awe Question Save hours of time for yourself with The Lazy Question, and hours of time for others with The Strategic Question Get to the heart of any interpersonal or external challenge with The Focus Question and The Foundation Question Finally ensure others find your coaching as beneficial as you do with The Learning Question</p> <p>A fresh innovative take on the traditional how-to manual, the book combines insider information with research based in neuroscience and behavioural economics, together with interactive training tools to turnpractical advice into practiced habits. Witty and conversational, The Coaching Habit takes your work--and your workplace--from good to great.</p> <p>"Coaching is an art and it's far easier said than done. It takes courage to ask a question rather than offer up advice, provide and answer, or unleash a solution. giving another person the opportunity to find their own way, make their own mistakes, and create their own wisdom is both brave and vulnerable. In this practical and inspiring book, Michael shares seven transformative questions that can make a difference in how we lead and support. And he guides us through the tricky part - how to take this new information and turn it into habits and a daily practice." --Brené Brown, author of Rising Strong and Daring Greatly</p> <p>"Michael Bungay Stanier distills the essentials of coaching to seven core questions. And if you master his simple yet profound technique, you'll get a two-fer. You'll provide more effective support to your employeesand co-workers. And you may find that you become the ultimate coach for yourself." --Daniel H. Pink, author of To Sell Is Human and Drive</p>	<p>Book</p> <p>Animated Summary Video 1 (5:51)</p> <p>Animated Summary Video 2 (2:45)</p> <p>Interview Video (4:19)</p>
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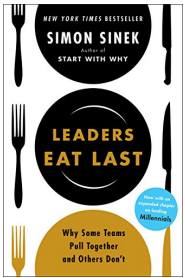

<p>Winning Every Day (Lou Holtz)</p> 	<p>"Your talent determines what you can do. Your motivation determines how much you are willing to do. Your attitude determines how well you do it." -- Lou Holtz</p> <p>Meet Lou Holtz, the motivational miracle worker who revitalized the Notre Dame football program by leading the legendary Fighting Irish to nine bowl games and a national championship. During his twenty-seven years as a head football coach, Holtz garnered a 216-95-7 career record. Each new assignment brought a different team with different players, but, invariably, the same result--success. How did he do it? By designing a game plan for his players that minimized obstacles while maximizing opportunities.</p> <p>Now he wants to pass his game plan on to you. In <i>Winning Every Day</i>, you'll discover ten strategies that will drive you to the top of your professional and personal life. Coach Holtz will reveal how you can acquire the focus and commitment it takes to be a champion. It won't be easy; it takes sacrifice to be the best. But now you'll have a proven winner alongside you in the trenches. <i>Winning Every Day</i> demonstrates how you can elevate your performance while raising the standards of everyone around you. Follow Coach's strategies and winning becomes habitual. You will learn to welcome sacrifice as you dedicate yourself to excellence. He will show you how to clearly define your short-term and long-term goals, to develop an unwavering sense of purpose without compromising flexibility.</p> <p>Through it all, Coach Holtz will help you discover the courage you need to live a life of unrelenting triumph. You couldn't have a better guide. He will provide you with the strategies he has shared with Fortune 500 companies, groups, and organizations. Voted the top motivational speaker two years running by a survey of speakers' bureaus, Coach is going to present you with all the Xs and Os, the basics of his game plan for success in life and business.</p>	<p>Book</p> <p>Read a Sample</p> <p>Lou Holtz on Winning (5:48)</p> <p>Lou Holtz visits Texas Football (5:32)</p> <p>Lou Holtz on Great Leadership (4:22)</p> <p>Lou Holtz inspirational speech (6:26)</p>
<p>Unlocking Potential (Michael K. Simpson)</p>	<p>To get the best from your employees, you need to be more than a manager. You need to be a coach.</p> <p>You're a leader because you possess expertise in your field. You have the training and experience. You understand your business - but can you fully motivate and engage your team?</p> <p>Michael K. Simpson, a senior consultant to Franklin Covey, has spent more than twenty-five</p>	<p>Book</p> <p>Read 4 min Summary</p> <p>Read Ch.1</p>

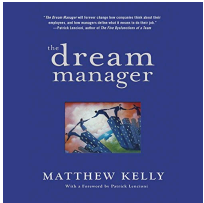
	<p>years training executives to become effective coaches, mentoring and guiding leaders and managers to encourage and develop the talent of their people - the most important asset in any organization. In this guide, you will acquire the skills to coach your personnel from the ground up, maximizing their potential on a personal level, as members of the team, and as contributors to the organization as a whole.</p> <p>Transform your business relationships (and your business) with this comprehensive tool for optimizing productivity, profitability, loyalty, and customer focus. Don't just manage. Energize. Galvanize. Inspire. Be a coach.</p>	<p>Audiobook Summary (14:06)</p> <p>Coaching Tactics (29:13)</p>
<p>Let Them Lead (John U. Bacon)</p> 	<p>An uplifting leadership book about a coach who helped transform the nation's worst high school hockey team into one of the best. Bacon's strategy is straightforward: set high expectations, make them accountable to each other, and inspire them all to lead their team.</p> <p>When John U. Bacon played for the Ann Arbor Huron High School River Rats, he never scored a goal. Yet somehow, years later he found himself leading his alma mater's downtrodden program. How bad? The team hadn't won a game in over a year, making them the nation's worst squad—a fact they celebrated. With almost everyone expecting more failure, Bacon made it special to play for Huron by making it hard, which inspired the players to excel. Then he defied conventional wisdom again by putting the players in charge of team discipline, goal-setting, and even decision-making – and it worked. In just three seasons the River Rats bypassed 95-percent of the nation's teams.</p> <p>A true story filled with unforgettable characters, stories, and lessons that apply to organizations everywhere, Let Them Lead includes the leader's mistakes and the reactions of the players, who have since achieved great success as leaders themselves. Let Them Lead is a fast-paced, feel-good book that leaders of all kinds can embrace to motivate their teams to work harder, work together, and take responsibility for their own success.</p>	<p>Book</p> <p>Podcast</p> <p>Interview (50:07)</p> <p>News Interview (2:25)</p> <p>Tedx Talk (26:33) (poor audio quality)</p> <p>John Speaking (3:17) (poor audio quality)</p>
<p>Unlocking High Performance (Jason Lauritsen)</p>	<p>Traditional performance management processes are often ineffective in increasing workforce engagement and fostering a positive employer-employee relationship. The established method of annually scoring employees against a list of static objectives can make employees feel undervalued and frustrated and can hinder, rather than advance, staff development. Unlocking High Performance shows you how to transform this process to get the best out of your workforce. It presents a new model for performance management based on the three components of planning, cultivation and accountability, and situates this process within the</p>	<p>Book</p> <p>Read 6 min Summary</p>


	<p>wider aims of promoting work as a healthy relationship between employer and employee rather than a restrictive contract to be complied with.</p> <p>Unlocking High Performance equips you with the tools needed to create clear expectations and goals, deliver feedback effectively, and to develop a culture of coaching rather than criticism. This book also provides practical guidance on how to identify and remove obstacles, effectively manage underperformance, and how to get buy-in for change. Packed with tips, tools and examples from organizations including Vistaprint, NVIDIA and South Dakota State University, this book provides everything needed to design a performance management process which will improve employee experience, help them reach their full potential, and ultimately deliver exceptional business results.</p>	Listen to a Sample Interview 1 (16:18) Interview 2 (7:05) Speaker Demo (2:36)
<p>Emotional Agility (Susan David, PhD)</p> 	<p>The counterintuitive approach to achieving your true potential, heralded by the Harvard Business Review as a groundbreaking idea of the year.</p> <p>The path to personal and professional fulfillment is rarely straight. Ask anyone who has achieved his or her biggest goals or whose relationships thrive and you'll hear stories of many unexpected detours along the way. What separates those who master these challenges and those who get derailed? The answer is agility—emotional agility.</p> <p>Emotional agility is a revolutionary, science-based approach that allows us to navigate life's twists and turns with self-acceptance, clear-sightedness, and an open mind. Renowned psychologist Susan David developed this concept after studying emotions, happiness, and achievement for more than twenty years. She found that no matter how intelligent or creative people are, or what type of personality they have, it is how they navigate their inner world—their thoughts, feelings, and self-talk—that ultimately determines how successful they will become.</p> <p>The way we respond to these internal experiences drives our actions, careers, relationships, happiness, health—everything that matters in our lives. As humans, we are all prone to common hooks—things like self-doubt, shame, sadness, fear, or anger—that can too easily steer us in the wrong direction. Emotionally agile people are not immune to stresses and setbacks. The key difference is that they know how to adapt, aligning their actions with their values and making small but powerful changes that lead to a lifetime of growth. Emotional agility is not about ignoring difficult emotions and thoughts; it's about holding them loosely, facing them courageously and compassionately, and then moving past them to bring the best</p>	Book Read 4 min Summary Read Sample Susan David Speaking (6:54) Ted Talk (16:48) HBR Article Susan David's Website

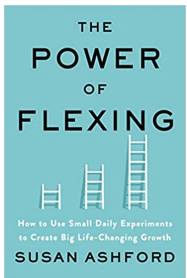
	<p>of yourself forward.</p> <p>Drawing on her deep research, decades of international consulting, and her own experience overcoming adversity after losing her father at a young age, David shows how anyone can thrive in an uncertain world by becoming more emotionally agile. To guide us, she shares four key concepts that allow us to acknowledge uncomfortable experiences while simultaneously detaching from them, thereby allowing us to embrace our core values and adjust our actions so they can move us where we truly want to go.</p> <p>Written with authority, wit, and empathy, Emotional Agility serves as a road map for real behavioral change—a new way of acting that will help you reach your full potential, whoever you are and whatever you face.</p>	
<p>Radical Candor (Kim Scott)</p> 	<p>The idea is simple: You don't have to choose between being a pushover and a jerk. Using Radical Candor—avoiding the perils of Obnoxious Aggression, Manipulative Insincerity, and Ruinous Empathy—you can be kind and clear at the same time.</p> <p>Kim Scott was a highly successful leader at Google before decamping to Apple, where she developed and taught a management class. Since the original publication of Radical Candor in 2017, Scott has earned international fame with her vital approach to effective leadership and co-founded the Radical Candor executive education company, which helps companies put the book's philosophy into practice.</p> <p>Radical Candor is about caring personally and challenging directly, about soliciting criticism to improve your leadership and also providing guidance that helps others grow. It focuses on praise but doesn't shy away from criticism—to help you love your work and the people you work with.</p> <p>Radically Candid relationships with team members enable bosses to fulfill their three core responsibilities:</p> <ol style="list-style-type: none"> 1. Create a culture of Compassionate Candor 2. Build a cohesive team 3. Achieve results collaboratively <p>Required reading for the most successful organizations, Radical Candor has raised the bar for management practices worldwide.</p>	<p>Book</p> <p>Radical Candor in 6 mins</p> <p>What is Radical Candor? (6:33)</p> <p>End Don't Take it Personally (4:59)</p> <p>Radical Candor Presentation 1 (21:20)</p> <p>Radical Candor Presentation 2 (14:52)</p> <p>Impromptu Feedback (4:01)</p> <p>6 Tips Article</p> <p>Rolling Out Radical Candor Article</p>

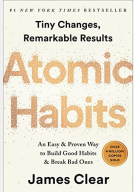
		Getting Radical Candor Right Article
		E-course
		Podcast
		Radical Candor 2x2
		Official resources
<p>Start with Why (Simon Sinek)</p> 	<p>Start With Why (2011) tackles a fundamental question: What makes some organizations and people more innovative, influential, and profitable than others? Based on best-selling author Simon Sinek's hugely influential lecture of the same name, the third most-watched TED talk of all time, these blinks unpack the answer to that conundrum. As Sinek's examples from the business world, politics, and technology show, it's all about asking "Why?" rather than "What?"</p>	Book
		Blinkist
		5 mins of Original TED Talk (5:00)
		Original Start With Why TED Talk (18:01)
		Simon Presentation (1:00:50)
		Simon Presentation 2 (39:00)
		Core Message for Find Your Why & Start With Why (7:34)
<p>Leaders Eat Last (Simon Sinek)</p>	<p>The New York Times bestseller by the acclaimed, bestselling author of Start With Why and Together is Better. Now with an expanded chapter and appendix on leading millennials, based on Simon Sinek's viral video "Millenials in the workplace" (150+ million views).</p> <p>Imagine a world where almost everyone wakes up inspired to go to work, feels trusted and valued during the day, then returns home feeling fulfilled. This is not a crazy, idealized notion.</p>	Book
		Brief Written Summary
		Detailed Written Summary

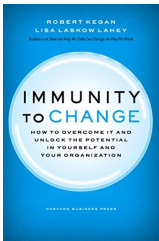
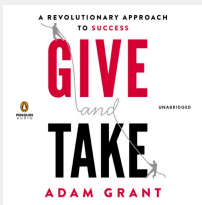
	<p>Today, in many successful organizations, great leaders create environments in which people naturally work together to do remarkable things.</p> <p>In his work with organizations around the world, Simon Sinek noticed that some teams trust each other so deeply that they would literally put their lives on the line for each other. Other teams, no matter what incentives are offered, are doomed to infighting, fragmentation and failure. Why?</p> <p>The answer became clear during a conversation with a Marine Corps general. "Officers eat last," he said. Sinek watched as the most junior Marines ate first while the most senior Marines took their place at the back of the line. What's symbolic in the chow hall is deadly serious on the battlefield: Great leaders sacrifice their own comfort—even their own survival—for the good of those in their care.</p> <p>Too many workplaces are driven by cynicism, paranoia, and self-interest. But the best ones foster trust and cooperation because their leaders build what Sinek calls a "Circle of Safety" that separates the security inside the team from the challenges outside.</p> <p>Sinek illustrates his ideas with fascinating true stories that range from the military to big business, from government to investment banking.</p>	<p>What Leaders Eat Last means (4:00)</p> <p>Why Leaders Eat Last (45:50)</p> <p>Be a Better Leader (4:58)</p> <p>To Become a Leader (Dramatized with music) (4:39)</p> <p>To Become a Leader (Simon Speaking) (3:39)</p> <p>Be the Leader You Wish You Had (11:25)</p>
<p>Crucial Conversations (Grenny, Gregory, Patterson, Switzler, McMillan)</p> 	<p>"[Crucial Conversations] draws our attention to those defining moments that literally shape our lives, our relationships, and our world.... This book deserves to take its place as one of the key thought leadership contributions of our time." —From the Foreword by Stephen R. Covey, author of The 7 Habits of Highly Effective People</p> <p>"The quality of your life comes out of the quality of your dialogues and conversations. Here's how to instantly uplift your crucial conversations." —Mark Victor Hansen, cocreator of the #1 New York Times bestselling series Chicken Soup for the Soul®</p> <p>The first edition of Crucial Conversations exploded onto the scene and revolutionized the way millions of people communicate when stakes are high. This new edition gives you the tools to:</p> <p>Prepare for high-stakes situations Transform anger and hurt feelings into powerful dialogue Make it safe to talk about almost anything</p>	<p>3rd Edition Book</p> <p>4 min Summary</p> <p>Video Summary 1 (6:53)</p> <p>Video Summary 2 (7:41)</p> <p>Grenny Presentation 1 (14:57)</p> <p>Granny Presentation 2 (30:50)</p> <p>Adele on Crucial</p>

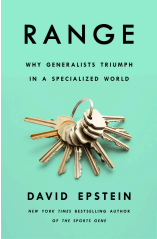
	Be persuasive, not abrasive	Conversations (1:06)
		Summary of Techniques
		Official Courses
		Additional Resources
<p>The Dream Manager (Matthew Kelly)</p> 	<p>A business parable about how companies can achieve remarkable results by helping their employees fulfill their dreams</p> <p>Managing people is difficult. With disengagement and turnover on the rise, many managers are scratching their heads wondering what to do. It's not that we don't dream of being great managers, it's just that we haven't found a practical and efficient way to do it. Until now . . .</p> <p>The fictional company in this remarkable book is grappling with real problems of high turnover and low morale -- so the managers begin to investigate what really drives the employees. What they discover is that the key to motivation isn't necessarily the promise of a bigger paycheck or title, but rather the fulfillment of crucial personal dreams. They also learned that people at every level need to be offered specific kinds of help and encouragement -- or our dreams will forever remain just dreams as we grow dissatisfied with our lives and jobs.</p> <p>Beginning with his important thought that a company can only become the-best-version-of-itself to the extent that its employees are becoming better-versions-of-themselves, Matthew Kelly explores the connection between the dreams we are chasing personally and the way we all engage at work. Tackling head-on the growing problem of employee disengagement, Kelly explores the dynamic collaboration that is unleashed when people work together to achieve company objectives and personal dreams.</p> <p>The power of The Dream Manager is that simply becoming aware of the concept will change the way you manage and relate to people instantly and forever. What's your dream?</p>	Book
		Intro by Matthew (7:31)
		Keynote Clip (4:21)
		Impact of a Dream Manager (16:16)
		Dream Manager Program
		Official Resources
Dare to Lead (Brene Brown)	Leadership is not about titles, status and power over people. Leaders are people who hold themselves accountable for recognising the potential in people and ideas, and developing that potential. This is a book for everyone who is ready to choose courage over comfort, make a difference and lead.	Book
		Blinkist

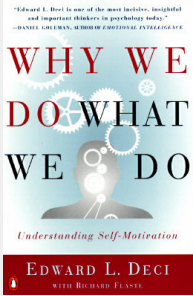
	<p>When we dare to lead, we don't pretend to have the right answers; we stay curious and ask the right questions. We don't see power as finite and hoard it; we know that power becomes infinite when we share it and work to align authority and accountability. We don't avoid difficult conversations and situations; we lean into the vulnerability that's necessary to do good work.</p> <p>But daring leadership in a culture that's defined by scarcity, fear and uncertainty requires building courage skills, which are uniquely human. The irony is that we're choosing not to invest in developing the hearts and minds of leaders at the same time we're scrambling to figure out what we have to offer that machines can't do better and faster. What can we do better? Empathy, connection and courage to start.</p> <p>Brené Brown spent the past two decades researching the emotions that give meaning to our lives. Over the past seven years, she found that leaders in organisations ranging from small entrepreneurial start-ups and family-owned businesses to non-profits, civic organisations and Fortune 50 companies, are asking the same questions:</p> <p>How do you cultivate braver, more daring leaders? And, how do you embed the value of courage in your culture?</p> <p>Dare to Lead answers these questions and gives us actionable strategies and real examples from her new research-based, courage-building programme.</p> <p>Brené writes, 'One of the most important findings of my career is that courage can be taught, developed and measured. Courage is a collection of four skill sets supported by twenty-eight behaviours. All it requires is a commitment to doing bold work, having tough conversations and showing up with our whole hearts. Easy? No. Choosing courage over comfort is not easy. Worth it? Always. We want to be brave with our lives and work. It's why we're here.'</p>	Interview (6:12)
		Animated Summary (4:39)
		Top 7 Lessons (6:01)
		Summary
		Audiobook Sample (10:04)
		Brene With Jimmy Fallon (5:31)
		Podcast
<p>The Power of Flexing (Susan Ashford)</p>	<p>A leadership and learning expert shows you how to change your behavior, develop soft skills, and achieve personal and professional growth through a series of small experiments she calls "Flexing."</p> <p>A personnel shift at your organization puts you into a leadership role you don't feel prepared for.</p>	Official Resources
		Book
		Interview 1 (52:01)
		Interview 2 (29:44)
		K-12 School Application

	<p>Your boss tells you that you seem aloof and unapproachable in client meetings.</p> <p>You need to win the support of the members of a local community group for a project you feel passionate about.</p> <p>Addressing these diverse issues depends on improving your soft skills—such as time management, team building, communication and listening, creative thinking, and problem-solving. But this isn’t as easy as it may seem.</p> <p>Sue Ashford, the chair of the Management and Organizations group at the Ross School of Business, has the solution. In this timely book, she introduces Flexing—a technique individuals, teams, and entire organizations can use to learn, grow, and develop their skills and knowledge with every new project, work assignment, and problem. Flexing empowers you to embrace any challenge and adapt to any change, yielding practical, valuable takeaways that ensure growth.</p> <p>Flexing helps you move ahead when you’re confronted with a new challenge, or simply want to develop a vital skill. It’s a journey that begins with setting a flex goal—stating explicitly what you want to learn and how you want to grow. Once that flex goal is set, you then begin to run experiments, solicit feedback from peers or colleagues, and monitor and tweak your progress on the way to achieving your goal. Flexing can be tailored to each person, allowing you to reflect on your own experiences and incorporate the lessons you learn in the next project you tackle. It’s a growth mindset that will help you become the best version of yourself.</p> <p>Flexing also works with teams and organizations. Ashford teaches small groups and large how to implement flexing to ensure their members are ready for new challenges. With more people moving to remote working full-time and developing new ways of collaborating in teams, this warm and practical guide will help every professional and any organization on the journey to greater effectiveness.</p>	Interview Transcript
		Short Interview Transcript
		Podcast
		Official Resources
Atomic Habits (James Clear)	<p>No matter your goals, Atomic Habits offers a proven framework for improving--every day. James Clear, one of the world's leading experts on habit formation, reveals practical strategies that will teach you exactly how to form good habits, break bad ones, and master the tiny behaviors that lead to remarkable results.</p> <p>If you're having trouble changing your habits, the problem isn't you. The problem is your</p>	Book
		4 min Summary
		Animated Summary (7:51)

	<p>system. Bad habits repeat themselves again and again not because you don't want to change, but because you have the wrong system for change. You do not rise to the level of your goals. You fall to the level of your systems. Here, you'll get a proven system that can take you to new heights.</p> <p>Clear is known for his ability to distill complex topics into simple behaviors that can be easily applied to daily life and work. Here, he draws on the most proven ideas from biology, psychology, and neuroscience to create an easy-to-understand guide for making good habits inevitable and bad habits impossible. Along the way, readers will be inspired and entertained with true stories from Olympic gold medalists, award-winning artists, business leaders, life-saving physicians, and star comedians who have used the science of small habits to master their craft and vault to the top of their field.</p> <p>Learn how to:</p> <ul style="list-style-type: none"> make time for new habits (even when life gets crazy); overcome a lack of motivation and willpower; design your environment to make success easier; get back on track when you fall off course; ...and much more. <p>Atomic Habits will reshape the way you think about progress and success, and give you the tools and strategies you need to transform your habits--whether you are a team looking to win a championship, an organization hoping to redefine an industry, or simply an individual who wishes to quit smoking, lose weight, reduce stress, or achieve any other goal.</p>	The 2-Minute Rule (4:46)
		Atomic Habits Detailed Summary (28:10)
		How to Break Bad Habits and Get 1% Better Every Day (10:00)
		Atomic Habits Interview (46:03)
		Atomic Habits Interview (46:03)
		Atomic Habits Talk (8:03)
<p>Immunity to Change (Robert Kegan and Lisa Lahey)</p>	<p>Unlock your potential and finally move forward.</p> <p>A recent study showed that when doctors tell heart patients they will die if they don't change their habits, only one in seven will be able to follow through successfully. Desire and motivation aren't enough: even when it's literally a matter of life or death, the ability to change remains maddeningly elusive.</p> <p>Given that the status quo is so potent, how can we change ourselves and our organizations?</p> <p>In Immunity to Change, authors Robert Kegan and Lisa Lahey show how our individual beliefs--along with the collective mind-sets in our organizations--combine to create a natural</p>	Book
		Short Article
		Research
		Summary 1
		Summary 2
		Robert Presentation

	<p>but powerful immunity to change. By revealing how this mechanism holds us back, Kegan and Lahey give us the keys to unlock our potential and finally move forward. And by pinpointing and uprooting our own immunities to change, we can bring our organizations forward with us.</p> <p>This persuasive and practical book, filled with hands-on diagnostics and compelling case studies, delivers the tools you need to overcome the forces of inertia and transform your life and your work.</p>	<p>(14:02)</p> <p>Immunity to Change (3:34)</p> <p>Immunity to Change Process (7:09)</p> <p>How to Create Lasting Change (5:13)</p> <p>Audio Interview (1:07:18)</p> <p>Official Resources</p>
<p>Give and Take: Why Helping Others Drives Our Success (Adam Grant)</p> 	<p>A groundbreaking look at why our interactions with others hold the key to success, from the best-selling author of Think Again and Originals.</p> <p>For generations, we have focused on the individual drivers of success: Passion, hard work, talent, and luck. But in today's dramatically reconfigured world, success is increasingly dependent on how we interact with others. In Give and Take, Adam Grant, an award-winning researcher and Wharton's highest-rated professor, examines the surprising forces that shape why some people rise to the top of the success ladder while others sink to the bottom. Praised by social scientists, business theorists, and corporate leaders, Give and Take opens up an approach to work, interactions, and productivity that is nothing short of revolutionary.</p>	<p>Book</p> <p>Blinkist</p> <p>Several Summaries</p> <p>Longer Written Summary</p> <p>Animated Summary (7:33)</p> <p>Adam Grant Lecture Clip (5:52)</p> <p>Ted Talk (13:28)</p> <p>Adam Storytelling with Cards (6:37)</p> <p>Adam Grant at Google</p>

		(54:20)
		Interview (25:35)
<p>Range: Why Generalists Triumph in a Specialized World</p> 	<p>The number one New York Times best seller that has all America talking: as seen/heard on CNN's Fareed Zakaria GPS, Morning Joe, CBS This Morning, The Bill Simmons Podcast, Rich Roll, and more.</p> <p>"If you're a generalist who has ever felt overshadowed by your specialist colleagues, this book is for you." (Bill Gates)</p> <p>"The most important business - and parenting - book of the year." (Forbes)</p> <p>"Urgent and important...an essential read for bosses, parents, coaches, and anyone who cares about improving performance." (Daniel H. Pink)</p> <p>Shortlisted for the Financial Times/McKinsey Business Book of the Year Award</p> <p>"So much crucial and revelatory information about performance, success, and education." (Susan Cain, best-selling author of Quiet)</p> <p>Plenty of experts argue that anyone who wants to develop a skill, play an instrument, or lead their field should start early, focus intensely, and rack up as many hours of deliberate practice as possible. If you dabble or delay, you'll never catch up to the people who got a head start. But a closer look at research on the world's top performers, from professional athletes to Nobel laureates, shows that early specialization is the exception, not the rule.</p> <p>David Epstein examined the world's most successful athletes, artists, musicians, inventors, forecasters, and scientists. He discovered that in most fields - especially those that are complex and unpredictable - generalists, not specialists, are primed to excel. Generalists often find their path late, and they juggle many interests rather than focusing on one. They're also more creative, more agile, and able to make connections their more specialized peers</p>	Official Resources + Discussion Guide
		Book
		Book Summary 1
		Book Summary 2
		10 Insights
		TED Talk (14:00)
		Animated Summary 1 (9:07)
		Animated Summary 2 (7:50)
		NPR with Guy Raz (1:02:00)
		Generalists vs Specialists Divergent Thinking (5:38)
		David Epstein and Malcolm Gladwell 1 (6:56)
		David Epstein and Malcolm Gladwell 2 (1:00:29)


	<p>can't see.</p> <p>Provocative, rigorous, and engrossing, Range makes a compelling case for actively cultivating inefficiency. Failing a test is the best way to learn. Frequent quitters end up with the most fulfilling careers. The most impactful inventors cross domains rather than deepening their knowledge in a single area. As experts silo themselves further while computers master more of the skills once reserved for highly focused humans, people who think broadly and embrace diverse experiences and perspectives will increasingly thrive.</p>	Official Resources
<p>Why We Do What We Do: Understanding Self-Motivation (Edward Deci)</p> 	<p>What motivates us as students, employees, and individuals?</p> <p>If you reward your children for doing their homework, they will usually respond by getting it done. But is this the most effective method of motivation? No, says psychologist Edward L. Deci, who challenges traditional thinking and shows that this method actually works against performance. The best way to motivate people - at school, at work, or at home - is to support their sense of autonomy. Explaining the reasons why a task is important and then allowing as much personal freedom as possible in carrying out the task will stimulate interest and commitment, and it is a much more effective approach than the standard system of reward and punishment. We are all inherently interested in the world, argues Deci, so why not nurture that interest in each other? Instead of asking, "How can I motivate people?" we should be asking, "How can I create the conditions within which people will motivate themselves?"</p> <p>"An insightful and provocative meditation on how people can become more genuinely engaged and successful in pursuing their goals." (Publisher's Weekly)</p>	Book Book Summary Video Summary (11:37) Mind Map Summary (29:40) Self-Determination Theory (7:01) TED Talk (14:05) Ed Deci on Self-Determination Theory (8:02)

2. Video Clips

Title	Description	Length
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What Makes the Highest Performing Teams in the World Simon Sinek	The Navy SEALs aren't made up of the strongest, toughest, or smartest candidates. They all possess something much deeper. What makes truly great teams is their ability to be there for each other. Preceding developing others is caring for others	1:21
Leaders Develop Leaders	Steve Reinemund, a former CEO of PepsiCo, emphasizes that one of the signs of a great leader is how well they develop other leaders. He talks about intentionally spending 5 full days with mid-management focused completely on the development of their leaders.	2:45
The Best Leadership Development Strategy	Marcus Buckingham talks about what's the one thing that all leaders have in common. It's not communication skills. It's not a positive mentor. It's not even frequent, strengths-based check-ins around near-term future work. It's followers. Without followers, a leader is just another guy on the street. Listen in as Marcus describes what he believes the best Leadership Development strategy is.	3:54
Superstars vs Rock Stars: Inspire Your Team to Do The Best Work of Their Lives	A great talk where Radical Candor's Kim Scott discusses how to cultivate highly effective teams of highly effective individuals as their leader.	21:45
Antony Bell on Developing Leaders	Antony Bell, CEO, of Leadership Development, Inc. illustrates the importance of developing leaders using bottles of water and a jug.	6:32
Developing the Leaders Around You	John C. Maxwell talks about turning leaders into leader makers. Two most important questions are around how one is developing themselves, and how one is developing others. No success without succession.	2:34
What Makes a Great Leader?	<p>Today, it's less about getting people to follow you to the future, more about getting them to co-create it with you. Harvard Business School's Linda A. Hill, co-author of "Collective Genius", spells out the new ABCs for leading innovation.</p> <p>00:00 When organizations can't innovate, it's because they don't have the right leadership. 01:06 The new ABCs of leadership: Architect, Bridger, and Catalyst 01:28 A: Architect: Build your company's culture and capabilities for innovation. 02:12 B: Bridger: Forge partnerships outside your organization. 03:11 C: Catalyst: Accelerate co-creation across the entire ecosystem. 04:15 Real-world example: Pfizer turns vendors into partners.</p>	6:23

	05:18 These roles require new ways of thinking about power.	
Why Leading as a Principal is the Hardest	A compilation of 4 great clips. Simon Sinek talks about: 1. The difficulty of middle management, which in education can be called the principalship. He talks about being the boss you wish you had. 2. What do you do when you want to quit? 3. Find your just cause. 4. Use introversion to your advantage.	14:41
Ted Lasso: Trent Crimm Observes Training	A scene from Ted Lasso where Ted explains to the local reporter that a play was developed by their team janitor. Demonstrates the culture they have of building an environment where everyone can contribute their best and people can rise to the level of their potential, not the title by their name.	2:09
Ted Lasso - Roy Kent finally tells Jamie what to do	(Unedited) Adult language. The team's star player seeks coaching from the veteran star player. It's an example of the humility to seek out constant progression from Jamie. Veteran Roy explains colorfully how Jamie should mix in elements of his unique talents that make him a star player.	2:38
Ted Lasso: Ted Wants to Resign??	Every disadvantage has its advantage. Rebecca encourages Ted when he shares he is feeling doubt and discouragement.	1:27
Lt Winters' Character and Leadership scene's for 5 mins straight	Inspired by true events in WW2 about a real officer, these clips from Band of Brothers show examples of Lt. Winter being an example of a leader worthy of being followed and emulated to both his reports and his superiors.	5:32
Inspirational Video- Be a Mr. Jensen	Good message of seeing others strengths/weaknesses playing to them.	3:12
The Leadership Core: Lessons from Dick Winters	(Adult language, war scenes) Lt. Dick Winters demonstrates one of the best examples of leadership. The core of leadership is selflessly going first to serve the people you love to accomplish feats that elevate the tribe. -Joseph DeLisle	10:35
Might Ducks D3 "Be That Man"	Coach Bombay helping Charlie to know that he's a leader, the heart of the team	1:47

Coach Carter - Our Deepest Fear	Adult language. A player stands and quotes from Marianne Williamson's famous passage.	2:28
Bringing out the Best in Others	A father tells a story about an experience he had with his son and how he learned the importance of treating people as they could be, not as they were yesterday or are today.	3:25
Heroes Ted Lasso	Adult language. Another compilation of scenes from the show Ted Lasso set to music. Heavier themes than in the previous scene.	5:46
To Build a Home Ted Lasso	Some adult language. Compilation of scenes from the show Ted Lasso set to music.	6:13
The Office - The Best Advice Dwight got from Michael	Watch the first 18 seconds.	10:04
Edmond learning combat and literature in prison	In the film adaptation of Alexander Dumas' Count of Monte Cristo, a mysterious prisoner gives Edmond Dantes an education and combat training. It demonstrates the power of time on our personal progression when we use it deliberately and someone is willing to teach and another is willing to learn.	1:33
FedEx Kinkos: The Office Meeting Commercial	Funny FedEx commercial about a manager and an unproductive team that he's given up on for FedEx.	0:34
 Lead me... when I'm...	(Funny clip.) Ryan talks about wanting "leadership and guidance." Idea: For duty to develop, how do you tailor the development for each of your reports?	0:19

3. Articles

Title	Description	Date
How the Best Managers Identify and Develop Talent	Too many of us look for talent in the same old (wrong) places, or follow the popular trend of thinking the "best hire" is the "best culture fit." These approaches undermine efforts to boost diversity (demographically and cognitively) and ultimately hinder creativity and innovation. While there is no one "best" way to hire talent, there certainly are better approaches than those we have relied on in the past. Researchers have	Jan 2020

(HBR)	outlined seven science-based recommendations to help managers update their hiring tactics, and develop their talent management skills along the way: think ahead, focus on the right traits, be data-driven, hire internally, be inclusive, consider who will add the most to your team as a unit, and never stop trying to make people better.	
Developing Your Leadership Pipeline (HBR)	<p>Why do so many newly minted leaders fail so spectacularly? Part of the problem is that in many companies, succession planning is little more than creating a list of high-potential employees and the slots they might fill. It's a mechanical process that's too narrow and hidebound to uncover and correct skill gaps that can derail promising young executives. And it's completely divorced from organizational efforts to transform managers into leaders.</p> <p>Some companies, however, do succeed in building a steady, reliable pipeline of leadership talent by marrying succession planning with leadership development. Eli Lilly, Dow Chemical, Bank of America, and Sonoco Products have created long-term processes for managing the talent roster throughout their organizations—a process Conger and Fulmer call succession management. Drawing on the experiences of these best-practice organizations, the authors outline five rules for establishing a healthy succession management system: Focus on opportunities for development, identify linchpin positions, make the system transparent, measure progress regularly, and be flexible.</p> <p>In Eli Lilly's "action-learning" program, high-potential employees are given a strategic problem to solve so they can learn something of what it takes to be a general manager. The company—and most other best-practice organizations—also relies on Web-based succession management tools to demystify the succession process, and it makes employees themselves responsible for updating the information in their personnel files. Best-practice organizations also track various metrics that reveal whether the right people are moving into the right jobs at the right time, and they assess the strengths and weaknesses not only of individuals but of the entire group. These companies also expect to be tweaking their systems continually, making them easier to use and more responsive to the needs of the organization.</p>	Dec 2003
The Future of Leadership Development (HBR)	Companies spend heavily on executive education but often get a meager return on their investment. That's because business schools and other traditional educators aren't adept at teaching the soft skills vital for success today, people don't always stay with the organizations that have paid for their training, and learners often can't apply classroom lessons to their jobs. The way forward, say business professors Mihnea Moldoveanu and Das Narayandas, lies in the "personal learning cloud"—the fast-growing array of online courses, interactive platforms, and digital tools from both legacy providers and upstarts. The PLC is transforming leadership development by making it easy and affordable to get personalized, socialized, contextualized, and trackable learning experiences.	Mar 2019

<u>Want to Build Better Leaders? Focus on Mindset, Skills, Knowledge</u>	Too many companies fail to see the potential of their best middle managers—and lose them to other firms. Hise Gibson and Shawnette Rochelle offer a framework for helping these promising leaders grow.	Dec 2021
<u>Entrepreneur.com Leadership Development articles</u>	Links to leadership development articles on entrepreneur.com	
<u>HBR Leadership Development articles</u>	Links to all HBR leadership development articles	
<u>Sample of HBR Leadership Development articles</u>	A collection of summaries of a handful of great leadership development articles from HBR with links to the full articles.	
<u>HBS Leadership Development articles</u>	<p>Collection of articles on Harvard Business School's site with the keyword "Leadership Development".</p> <p>Also remember that "duty to develop" is mostly listening and adapting to others' needs, not just what worked for you. Rely on a variety of people and other resources to find what you need for those you're helping.</p>	
<u>How to Develop Leaders in 9 Steps</u>	<p>Many employees in management positions demonstrate leadership qualities to their teams, such as delegating tasks and creating goals for a department. As a manager, it's important to observe all the members of your team to determine who might be a suitable candidate for a potential leadership role. Understanding more about what it takes to be a leader in the workplace can help you implement strategies to develop more effective leaders.</p> <p>In this article, we discuss the benefits of developing leaders in the workplace, describe how to develop leaders in nine steps and offer a few tips for developing leaders effectively.</p>	Nov 2022

Research: Six ways of understanding leadership development (Requires a login)	<p>Abstract: Leadership development is a multifaceted phenomenon with a multitude of definitions and meanings requiring closer exploration. The aim of this study was to identify and investigate qualitatively different ways of understanding leadership development and categorize them from a complexity perspective. We conducted 21 semi-structured interviews with professionals and managers. Analysis using a phenomenographic approach revealed six categories and different ways of understanding leadership development: (1) one's own development, (2) fulfilling a leadership role, (3) personal development, (4) leader and organizational development, (5) collective leadership development, and (6) human development. The categories were arranged hierarchically according to increasing complexity. Our contribution recognizes more nuanced interpretations than previously identified and highlights underlying structures of complexity. The results help to empirically ground and elaborate current theories and distinctions within the field of leadership development research where similar patterns can be observed. They may assist researchers in making both their own and other's assumptions on leadership development explicit, as well as informing the practice of tailoring leadership development activities to better match individuals and organizational contexts.</p>	May 2020
Research: How leaders develop leaders (Requires a login)	<p>Abstract: Successful leaders should be responsible for developing the leadership skills of their subordinates to ensure the continued prosperity of their organizations. Examples of organizations where leaders personally cultivated leaders at all levels of their organizations and developed an impressive talent pool are Intel, PepsiCo, General Electric and the US Navy SEAL. Results of a study reveal that successful companies have developed leaders for every level and that these leaders are created through the initiative of other leaders. This study also demonstrates that leaders can develop others by adopting a teachable viewpoint and using this unique perspective to make stories about the future of their companies. A teachable point of view involves four critical leadership areas, namely ideas, values, edge and energy.</p>	May 1997
Research: Trends in Leadership and Leadership Development (Requires a login)	<p>Demographics, globalization and technological innovation have transformed many organizational practices. Leadership has become an increasingly important element in the success or failure of business enterprises, and a scarcer resource. Leadership, and leadership development, are being transformed by trends that represent both ongoing evolution of market defined needs and the creativity of responses to them.</p>	2017

4. Podcasts & Podcast Lists

Podcasts:

Title	Description
* Leadership Biz Café	The beauty of this podcast is that episodes range in length from 10-minute “espresso shots” up to an hour, so you can find something to fit your needs and your schedule. Host Tanveer Naseer is a leadership expert and speaker with a gift for wrapping management lessons in memorable, pithy stories. This podcast feels like you're sitting down for a cup of coffee with two leadership experts to learn about how to become that leader our employees need us to be. This show will teach you how to be the best leader you can be. If you're already a podcast listener, find room in your schedule to give these top leadership podcasts a chance. If you're not, let them be your springboard to a way to turn downtime in the car or at the gym into a source of new knowledge and motivation to lead in a better way.
* Coaching for Leaders	Host Dave Stachowiak’s resume includes leading training programs for Boeing, the United States Air Force, and the University of California system, and he brings that expertise to this podcast. New managers in particular will benefit from his concrete and actionable advice on common questions of leadership, such as instilling a team vision, managing one’s former peers, and dealing with difficult employees.
* Dose of Leadership	Host Richard Rierson interviews authors, entrepreneurs, and leaders in the worlds of business, faith-based communities, and the military about leadership. Rierson himself is an advocate of creating a “culture of leaders” within organizations, developing team members’ skills to aid in retention and productivity.
* Leadership and Loyalty	This award-winning management podcast is now in its 11th season. Dov Baron, a corporate cultural strategist and author, keeps it relevant by bringing in experts and entrepreneurs from a wide swath of fields. The podcast often looks at the issues of the moment like AI, political polarization, and the power of social media. Then it applies a scientific and psychological framework that managers can use to shape their understanding of themselves and their teams.
* LeadX Leadership Podcast	Best-selling author and entrepreneur Kevin Kruse hosts this podcast with entrepreneurs and leadership experts. Many of these episodes aren’t structured as interviews but as extended presentations, like Ted Talks, on the subject of leadership.
* The Go-Giver	The core concept comes from Burg's best-selling book The Go-Giver, which makes a case that focusing on providing value to others is the most fulfilling and profitable way to live and work. Each episode begins with a brief thought of the day, followed by a 15-minute interview. This is not only smart but valuable.

*Engaging Leader	<p>Engaging Leader, hosted by Jesse Lahey. In the 21st century, those who are changing the world aren't just leaders; they're engagers. Each episode provides tips on cultivating a team that is fully engaged with your organization's purpose. Topics include communication, productivity, culture, accountability, and more.</p>
The Tony Robbins Podcast	<p>Not only is Tony Robbins an Entrepreneur, best-selling author, but the Nation's #1 Life and Business Strategist. He is probably one of the world's leading authorities on Leadership and Personal Development.</p> <p>People spend thousands of dollars for a chance to hear him speak. This podcast gives listeners a chance to hear his strategies and tactics for free. In addition to excerpts from his signature events and other exclusive, never-before-released audio content, Tony and his team also conduct interviews with masterminds.</p>
The School of Greatness with Lewis Howes	<p>Lewis' podcast regularly appears in the Top 50 of all iTunes podcasts and gets downloaded over 1 million times per month.</p> <p>Episodes range from interviews with game-changers in entrepreneurship, health, athletics, mindset, and relationships, to solo rounds with the host.</p> <p>What I like about Lewis is that he is incredibly authentic and I believe he truly wants to help people achieve their greatness.</p>
The John Maxwell Leadership Podcast	<p>The John Maxwell Leadership Podcast is a regular examination of what it means to be a transformational leader—someone who daily influences people to think, speak, and act to make a positive difference in their lives and in the lives of others. This podcast will teach you the principles, practices, and process of becoming a transformational leader because leadership isn't an event—it's an uphill journey.</p> <p>For those of you who know or have read his books, you will not be disappointed. The tools he provides for downloads are great and make the learning journey easy.</p>
Radical Candor Podcast	<p>I am so happy I subscribed to this podcast. Every episode is the perfect length for my commute and ends with actionable advice at the end. Hosted by Kim Scott and Jason Rosoff, Radical Candor teaches leaders how to use the Radical Candor Framework to guide their conversations.</p> <p>One of the most crucial skills every leader needs is the ability to effect change through communication. Whether through recognition or coaching, the end result should be to encourage employees to do more of what counts in order to achieve the company's goals. This podcast will help you do just that.</p>

<u>Dare to Lead</u>	Brené Brown's podcast Dare to Lead follows her #1 New York Times best-selling book of the same name. Inviting some of the biggest changemakers – from presidents to doctors – Brené stays true to her goal of creating a playbook for leaders of all levels. The quality of conversations she platforms on her show makes Dare to Lead one of the best leadership podcasts out there.
<u>The Nice Guys on Business</u>	The Nice Guys on Business, hosted by Doug Sandler, shares real-life stories, successes, struggles, failures, and opportunities presented. Each episode is a conversation about life. The key rule of the show is very simple: Sandler has no rules and nothing is off limits. He is great at challenging his audience to turn off the negative tapes that are playing in our collective heads and to lead a positive life, filled with a pay-it-forward attitude, genuine kindness, absolute empathy, and compassion as our tools. This is not only a podcast about nice guys but a podcast how nice guys can finish first.
<u>Team Anywhere Leadership Podcast</u>	<p>Leadership strategy continues to need to be shifted as business and market needs shift. As more and more employees work away from the office, how do leaders stay connected and continue to keep building on that team dynamic?</p> <p>"What matters is that you learn how to build teams and culture from anywhere in the world. Welcome to Team Anywhere. "</p> <p>The podcast focuses on the 4-Dimensional Leadership Development experience, aiming at a team-centered approach.</p>

Podcast Lists:

Title	Description
<u>23 Of The Best Leadership Podcasts You'll Love [2022]</u>	<p>As a leader, the success of your organization greatly depends on your personal qualities.</p> <p>You need to keep improving yourself continuously so that you can be in a position to improve your team as well.</p> <p>Listening to podcasts is a great way to work on yourself even when you are on the go.</p> <p>Podcasts include: Take Command, a Dale Carnegie Podcast; At The Table with Patrick Lencioni; Leadership Biz Cafe with Tanveer Naseer, etc.</p>

Top 20 Leadership Podcasts To Help You Become A Better Leader	<p>Listening to podcasts is a great way to support your own learning and development while on the go. Use your commute or chore time to focus your mind on some amazing resources, many of which are freely available, such as leadership podcasts from some of the top leadership experts and coaches in the industry.</p> <p>If you're not sure where to dive in, check out our post on the top 20 leadership podcasts below. These shows will help coach you through times of change and discover new habits to make yourself an effective, more successful leader.</p>
The 10 Best Leadership Podcasts to Make You a Better Leader	<p>Another great list of top leadership podcasts:</p> <ul style="list-style-type: none"> CEO School HBR's IdeaCast Let's Take This Offline: The Podcast for Everyday Leaders How Leaders Lead Coaching with Leaders The Unburdened Leader Coaching for Latina Leaders Coaching Real Leaders Dare to Lead Self Control and Cheese
Audible's Best Leadership Podcasts	<p>The best leadership podcasts share lessons and actionable advice for every type of leader, no matter their field or experience level. From ensuring diversity and inclusion in the workplace to supporting employees' mental health or growing your start-up, there's a listen for you in the collection below.</p> <p>With an all-star lineup of hosts and special guests, these listens offer valuable perspective on leadership from folks who have been there themselves. No matter where you are in your leadership journey, if you could use a little bit of inspiration, education, and encouragement in your day-to-day, you're in the right place.</p>

5. Classes / Events

Title	Description
Improvising Radical Candor	<p>If you're like most people, you probably don't receive the kind of feedback you need to keep growing on the job. And, sorry to say, you're probably not giving the kind of feedback that will most help you build the kind of relationships you really need to succeed.</p>

	<p>Not to worry! Radical Candor and Second City Works have teamed up to tackle your problem, and we've come up with a digital solution that's nothing short of hilarious. Starring David Alan Grier, "The Feedback Loop" is a laugh-and-learn training program that includes a workplace comedy to help you develop a candid culture of effective feedback.</p>
Crucial Conversations: Crucial Learning Courses	<p>Backed by 30 years of social science, Crucial Conversations skills represent the standard in effective communication and the marker of high performance individuals and organizations. The course teaches nine powerful skills for working through disagreement to achieve better results.</p>
Developing Your Team Members	<p>When it comes to employee development, taking a one-size-fits-all approach can cause leaders to misuse their time and energy. In order to most efficiently develop your team, it's important that you understand performance patterns to tailor your leadership approach. Once you determine the type of training, coaching, and guidance that each team member requires, you can be more intentional about how you invest your time and energy in helping them improve their performance. In this course, Mike Figliuolo shares a practical approach that can help you address the unique needs of your team members and determine how to best allocate your time in their development. Mike shares how to inspire and grow your rising stars, motivate low performers, avoid leadership pitfalls, and more.</p>
Coaching and Developing Employees	<p>Harness the power of coaching in the workplace. Learn how to shift from a command-and-control style of management to a manager-as-coach style of leadership to transform employee engagement and bottom-line results. Join leadership and negotiation coach Lisa Gates, as she explains how to establish a coaching relationship with your reports. Lisa shows how skills like open-ended question asking, listening, challenging for growth, and accountability can increase your employees' autonomy and problem-solving capacities. The course includes assessments, exercises, and tools to help your team capture goals, map a career trajectory, and accelerate growth, along with sample coaching conversations help you see these tips in practice and understand their potential impact on your people, productivity, and results.</p>
Developing People and Teams	<p>Explore a brain-based learning approach to leadership. In this course, Britt Andreatta, PhD, explains how to accelerate your leadership into the future. Find out how to determine your leadership level, identify your own competencies, exercise self-control, and increase your resilience. Britt discusses the importance of relationships and shares strategies for how to build rapport, increase your leadership acumen, and lead with purpose. She covers organizational dynamics, self-awareness, adaptability, and more.</p>

<u>Having Career Conversations With Your Team</u>	Learn about a coaching framework that you can apply to help your team members quickly identify ideal outcomes and map growth for the year ahead. Explore how these conversations are different from performance evaluations, and how to integrate the four-stage Pivot Method into your regular one-on-one meetings. Instructor Jenny Blake also offers practical tips on how to create a strong development culture, and provides strategies to quickly generate aha moments and close career conversations with actionable insights.
<u>Unlock Your Team's Creativity</u>	Creativity is an increasingly valuable skill—it's even been named the most in-demand quality in the LinkedIn Workplace Learning Report. But creativity isn't a talent belonging only to artists, musicians, and designers. With the right tools and an open mind, anyone can be creative. In this course, discover insider techniques for unleashing creativity from yourself and your teams. Innovation leader and bestselling author Lisa Bodell helps you shake up your routine and mindset, apply innovative approaches to common work challenges, and use creative thinking to identify growth opportunities for your team and your business. Using these techniques, you can increase your team's agility under pressure or even spark your next disruptive idea.
<u>Live Online Classes (Simon Sinek)</u>	We are continually adding new classes to help us show up better for those around us.

6. Other Resources

Title	Description
<u>8 Change Management Exercises to Try</u>	<p>When you introduce a change like a merger or new technology, employees are often uncertain and anxious. How would this change impact their jobs? Will they be able to adapt to change?</p> <p>Spencer Johnson has rightly said in 'Who Moved My Cheese?', "what you are afraid of is never as bad as what you imagine. The fear you let build up in your mind is worse than the situation that actually exists."</p> <p>As a change practitioner, you can help your employees overcome this fear and resistance of change by planning a few change management exercises before implementing the change.</p>

7 Effective Talent Development Strategies	It might be hard to believe, but chances are good that some of the best talent for your business isn't just one recruiter phone call away: it's right under your nose. Here are seven talent development strategies that can help you identify and nurture your employees' skills to build a better workforce.
Crucial Conversations Additional Resources	Resources include videos, the Crucial Conversations model for reference, discussion questions, a short assessment to diagnose how you can improve, and a newsletter.

7. Quotes

Development of self:

1. Never be afraid to fail. Failure is only a stepping stone to improvement. Never be overconfident because that will block your improvement. – Tony Jaa
2. He who busies himself with things other than improvement of his own self becomes perplexed in darkness and entangled in ruin. His evil spirits immerse him deep in vices and make his bad actions seem handsome. – Ali ibn Abi Talib
3. The improvement of understanding is for two ends: first, our own increase of knowledge; secondly, to enable us to deliver that knowledge to others. – John Locke
4. Improvement begins with I. – Arnold H. Glasow
5. The pursuit of perfection often impedes improvement. – George Will
6. “The privilege of a lifetime is being who you are. The greatest legacy is being all you can be by discovering your unique talents to fully develop potential, and impact others.” -Humanex Ventures

Development of others:

1. When we treat man as he is, we make him worse than he is; when we treat him as if he already were what he potentially could be, we make him what he should be. - Johann Wolfgang von Goethe
2. Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others. - Jack Welch
3. Making sure our people are developing is not a luxury. It's essential for our survival. -Laszlo Bock
7. The growth and development of people is the highest calling of leadership. -Harvey S. Firestone
8. It is only as we develop others that we permanently succeed. -Harvey S. Firestone
9. I have always thought that what is needed is the development of people who are interested not in being leaders as much as in developing leadership in others. -Ella Baker

10. The greatest truth must be recognition that in every man (and woman), in every child is the potential for greatness. -Robert Kennedy
11. Getting the right people in the right jobs is a lot more important than developing a strategy. -Jack Welch
12. Successful people use their strength by recognizing, developing and utilizing the talents of others. -Zig Ziglar
13. It takes leaders to grow other leaders. -Ray Blunt
14. Our work is our most important resource to develop our people. -Jim Trinko and Les Wallace
15. You cannot be effective if those who work for you are not. So building their effectiveness ought to be a priority. -Richard N. Haass
16. You may be the boss, but you're only as good as the people who work for you. -Rear Admiral William Leahy
17. All men (and women) who have turned out worth anything have had the chief hand in their own education. -Sir Walter Scott
18. No executive has ever suffered because his (or her) subordinates were strong and effective. -Peter Drucker
19. All that is valuable in human society depends upon the opportunity for development accorded the individual. -Albert Einstein
20. All leaders lead by example...whether they intend to or not. -Unknown
21. Not one single leadership principle requires permission from anyone other than you. -Jim Trinko and Les Wallace
22. The ability to learn is the most important quality a leader can have. -Sheryl Sandberg
23. It is the nature of man to rise to greatness if greatness is expected of him. -John Steinbeck
24. We must develop the capacity to see people not as they are at present, but as they may become. -Craig Cardon
25. Take care of our people and the business will take care of itself. -Ray Kroc
26. Investing in yourself is the best investment you will ever make. It will not only improve your life, it will improve the lives of all those around you. -Robin Sharma
27. The key to success in any organization is identifying, developing, and empowering the right people. -Craig Groeschel
28. People are the key to success or extraordinary success. -Azim Premji
29. Nothing we do is more important than hiring and developing people. At the end of the day, you bet on people, not on strategies. -Lawrence Bossidy
30. The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things. -Ronald Reagan
31. Average leaders raise the bar on themselves; good leaders raise the bar for others; great leaders inspire others to raise their own bar. -Orrin Woodward
32. A good objective of leadership is to help those who are doing poorly to do well and to help those who are doing well to do even better. -Jim Rohn

33. The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them. -John Maxwell
34. To help others develop, start with yourself! When the boss acts like a little god and tells everyone else they need to improve, that behavior can be copied at every level of management. Every level then points out how the level below it needs to change. The end result: No one gets much better. -Marshall Goldsmith
35. Leaders don't create followers, they create more leaders. -Tom Peters
36. Leaders aren't born, they are made. And they are made just like anything else, through hard work. And that's the price we'll have to pay to achieve that goal, or any goal. -Vince Lombardi
37. Growing other leaders from the ranks isn't just the duty of the leader, it's an obligation. -Warren Bennis
38. Winning companies win because they have good leaders who nurture the development of other leaders at all levels of the organization. -Noel Tichy
39. The more seriously you take your growth, the more seriously your people will take you. -John Maxwell
40. I'll bet most of the companies that are in life-or-death battles got into that kind of trouble because they didn't pay enough attention to developing their leaders. -Wayne Calloway
41. Leaders produce leaders and managers produce followers -Unknown
42. The most important measure of success is not status, power, or wealth. It's how much freedom you have—and how much freedom you give. Choosing how to spend your time and share your ideas is a right. Using your resources to help others gain that right is a responsibility. – Adam Grant
43. For me, success is not about the wins and losses. It's about helping these young fellas be the best versions of themselves on and off the field. -Ted Lasso
44. In a learning organization, leaders are designers, stewards, and teachers. They are responsible for building organizations where people continually expand their capabilities to understand complexity, clarify vision, and improve shared mental models - that is, they are responsible for learning. -Peter Senge
45. The best teachers show you where to look, but don't tell you what to see. -Alexandra Trenfor
46. The leader's job isn't to have all the ideas. It's to make sure all the ideas are heard and that the best one wins. –Chris Hawker
47. It's about getting the best people, retaining them, nurturing a creative environment, and helping to find a way to innovate. –Marissa Mayer, President and CEO, Yahoo
48. Make sure everybody in the company has great opportunities, has a meaningful impact and is contributing to the good of society. -Larry Page, CEO, Google
49. Leadership is not just about giving energy... its unleashing other people's energy. -Paul Polman
50. The function of leadership is to produce more leaders, not more followers. —Ralph Nader

51. All that is valuable in human society depends upon the opportunity for development accorded the individual. – Albert Einstein
52. Ever since I was a child I have had this instinctive urge for expansion and growth. To me, the function and duty of a quality human being is the sincere and honest development of one's potential. – Bruce Lee
53. Constant development is the law of life, and a man who always tries to maintain his dogmas in order to appear consistent drives himself into a false position. – Mahatma Gandhi
54. Strive for continuous improvement, instead of perfection. – Kim Collins
55. Excellent firms don't believe in excellence – only in constant improvement and constant change. – Tom Peters
56. To acquire knowledge, one must study; but to acquire wisdom, one must observe. – Marilyn vos Savant
57. If you have knowledge, let others light their candles in it. – Margaret Fuller
58. Coaching is unlocking people's potential to maximize their own performance. It is more often helping them to learn rather than teaching them. -John Whitmore
59. I am not afraid of an army of lions led by a sheep; I am afraid of an army of sheep led by a lion. -Alexander the Great
60. You cannot change anyone, but you can be the reason someone changes. –Roy T. Bennett
61. "I define a leader as anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential." -Brene Brown
62. "Let them lead. The more power you give, the more power you get." -John Bacon
63. "The job of a leader is to create the conditions for others to get better...and realize their potential." -Sue Enquist
64. "The best leaders are like the best conductors – they reach beyond the notes to reach the magic in the players" -Blaine Lee
65. "Training is principally an act of faith." -Franz Stampfl
66. "Invest in your people and make sure they know and understand that you are there for them no matter what!" -Dr. Joe Sanfelippo

Talent:

1. Talent is the multiplier. The more energy and attention you invest in it, the greater the yield. The time you spend with your best is, quite simply, your most productive time. —Marcus Buckingham
2. Genius is talent set on fire by courage – Henry Van Dyke
3. Effort without talent is a depressing situation... but talent without effort is a tragedy. – Mike Ditka
4. Talent! There's no such thing as talent. What they call talent is nothing but the capacity for doing continuous hard work in the right way. – Winslow Homer
5. What you lack in talent can be made up with desire, hustle, and giving 110 percent all the time. – Don Zimmer
6. It's not all about talent. It's about dependability, consistency, and being able to improve. If you work hard and you're coachable, and you understand what you need to do, you can improve. – Bill Belichick

7. Talent without discipline is like an octopus on roller skates. There's plenty of movement, but you never know if it's going to be forward, backwards, or sideways. – H. Jackson Brown, Jr.
8. I believe that every person is born with talent. – Maya Angelou
9. I think we judge talent wrong. What do we see as talent? I think I have made the same mistake myself. We judge talent by people's ability to strike a cricket ball. The sweetness, the timing. That's the only thing we see as talent. Things like determination, courage, discipline, temperament, these are also talent. – Rahul Dravid
10. The talent is in the choices. – Robert De Niro
11. It's not enough to have talent, you also have to be Hungarian. – Robert Capa
12. Talent alone gets you nowhere. You really have to have the grit, and you gotta have a love for people. –Zac Brown
13. Genius does what it must, and talent does what it can. – Edward G. Bulwer-Lytton
14. I put all my genius into my life; I put only my talent into my works. – Oscar Wilde
15. A great deal of talent is lost to the world for want of a little courage. Every day sends to their graves obscure men whose timidity prevented them from making a first effort. – Sydney Smith
16. The key to greatness is to look for people's potential and spend time developing it. - Peter Drucker
17. Human communities depend upon a diversity of talent, not a singular conception of ability. – Ken Robinson
18. Talent is the multiplier. The more energy and attention you invest in it, the greater the yield. -Marcus Buckingham
19. There is a high cost associated with building a culture: team retreats, gym memberships, personal and professional development classes. All this is to facilitate the personal evolution of each person who contributes to the company. And, what are our results? In three years, not one employee has voluntarily left, which is a phenomenon that we believe can be replicated at any organization. We have the receipts to show how much it cost, and we also have uncovered the more obscure internal metrics that impact employee satisfaction and prevent voluntary turnover. -David Hassell
20. Always treat your employees exactly as you want them to treat your best customers. -Stephen R. Covey
21. "Never tell anybody what they can't do 'cause no one knows." -John Bacon
22. "Principles to live from 1. Value people 2. Think of ways to add value to people 3. Look for ways to add value to people 4. Do things that add value to people 5. Encourage others to add value to people." -John C. Maxwell
23. "When you look for the good in everyone, you not only find it, you magnify it. It is up to you to decide where to aim the lens." -Unknown
24. "Bad teams, no one leads. Good teams, coaches lead. Championship teams, players lead." -Unknown
25. "The best talent is bringing out talent in others." Humanex Ventures
26. "You have to do everything you possibly can to develop your middle tier of talent. It's your job, as the leader, to make those people do more than they thought they could—maybe more than you thought they could—and put them in the best possible position to help the team." -John U Bacon

27. "Talent can't be taught, but it can be awakened." -Wallace Stegner

Upward management

1. "The best talent is bringing out talent in others" – Humanex Ventures
2. When leading up the chain of command, use caution and respect. But remember, if your leader is not giving the support you need, don't blame him or her. Instead, reexamine what you can do to better clarify, educate, influence, or convince that person to give you what you need in order to win. -Jocko Willink

8. Activity Ideas

Title	Description	Notes
Talent Show	Provide props and give teams time to plan a performance (e.g. skit, cheer, dance routine, performance, how-to, etc.) Have each team perform. Lead individual reflection, team discussion, and group share outs about peoples' strengths, how each impacted the success of the group, then what they learned about others and themselves, and ultimately what will they change about how they show up as a team member and leader going forward.	N/A