

KIRKUS REVIEWS

TITLE INFORMATION

THE LEADERSHIP EQUATION

10 Practices That Build Trust, Spark Innovation, and Create High-Performing Organizations

Douglas, Eric

Greenleaf Book Group Press (256 pp.)

\$18.95 paperback

ISBN: 978-1626340886; September 30, 2014

BOOK REVIEW

A management consultant outlines the fundamental strategies that leaders must adopt to form a leadership culture that will drive business success.

Douglas (*Leading at Light Speed*, 2010, etc.), founder of Leading Resources Inc., a California-based organizational development and management consulting firm, says that the hallmark of great companies is in their establishing a “leadership culture” in which “everyone runs it like they own it.” He first expresses this quality in a simple formula (T [Trust] + S [Spark] = LC [Leadership Culture]) then expands upon the idea by adding the 10 essential business practices, evenly split among the T and S areas, that are required to achieve the desired result. Douglas devotes a chapter to each of these practices (each with a corresponding acronym): align the core values, sharpen the focus, lead through others, manage decisions well, start with yourself, accelerate the pace of change, spark creative flow, spread systems thinking, multiply the communication, and ask powerful questions. He includes graphic illustrations (e.g., a sample decision map), questions and exercises for leaders, and many examples from his own practice as well as those of the greater industry to support his points. None of these business principles are exactly new; even Douglas’ past titles cover similar ground. Still, his new equation is an effective distillation of key business concepts, providing a road map for leaders looking to institute cultural change. Douglas also offers a refreshing real-world perspective, acknowledging the many challenges to achieving performance excellence, including the “ignorance loops” that live within organizations, the difficulties in determining when to use consensus versus consultative decision-making, and the “hollow” values that crop up even in well-intentioned companies. Best of all, Douglas continually emphasizes the importance of communication, serving up a wealth of advice regarding this critical process.

Practical, inspiring blueprint on fostering organizational excellence.

EXCERPTING POLICIES

Please review Kirkus Media’s excerpting policies before publishing any portion of this review online or in print for any use. To learn about proper attribution and to ensure your use is in compliance with our guidelines, we invite you to visit <http://www.kirkusreviews.com/indieexcerpts>.