

The Extraordinary Leader: Turning Good Managers into Great Leaders (Management & Leadership)

By John Zenger, Joseph Folkman

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People can learn how to lead. This was the position John H. Zenger and Joseph R. Folkman took when they wrote their now-classic leadership book *The Extraordinary Leader*?and it's a fact they reinforce in this new, completely updated edition of their bestseller.

When it was first published, *The Extraordinary Leader* immediately attracted a wide audience of aspiring leaders drawn to its unique feature: the extensive use of scientific studies and hard data, which served to demystify the concept of leadership and get readers thinking about the subject in a pragmatic way.

Now, Zenger and Folkman revisit the subject to address leaders' most pressing concerns today. The result is an up-to-date, essential leadership guide for the twenty-first century that includes:

- Late-breaking research on the psychology of leadership
- New information on leading in a global environment
- A breakthrough case study on measuring improved leadership behavior
- Studies revealing the importance of follow-through

The Extraordinary Leader is a remarkable combination of expert insight and extensive research. The authors analyzed more than 200,000 assessments describing 20,000 managers?by far the most expansive research ever conducted for a leadership book.

Zenger and Folkman have created the leadership book of the ages. *The Extraordinary Leader* explains how to build leadership skills that will take you and your organization to unimagined success.

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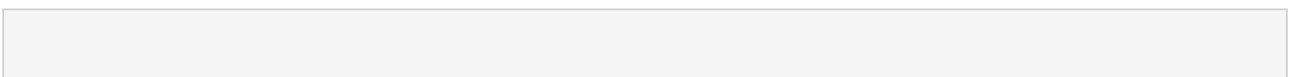
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Editorial Review

From the Inside Flap

A No-Nonsense, Battle-Tested Program for Developing Exceptional Leadership Skills—Both In Your Organization and Yourself

The ability to lead, far more than just a natural gift, is a concrete and learnable skill—one that can be acquired by studying and applying specific proficiencies and attitudes. *The Extraordinary Leader* draws on responses from 200,000 questionnaires to define the skills that comprise effective leadership, and then provides a systematic and innovative program for attaining, developing, and implementing those skills.

Praise for *The Extraordinary Leader*:

"The *Extraordinary Leader* attacks cherished but unsupportable assumptions, and does it persuasively, precisely, and professionally. Through their exceptional research the authors demonstrate and prove that leadership does make a difference, and that you can learn to lead."—James M. Kouzes, Chairman Emeritus, Tom Peters Company, Coauthor, *The Leadership Challenge* and *Encouraging the Heart*

"Extraordinarily readable! This book represents some of the best thinking on leadership I've seen in a long while."—E. David Spong, President, Military Aerospace Support, The Boeing Company

"This is a 'must read' for coaches, leaders, and those who develop them. *The Extraordinary Leader* goes beyond anecdotes or 'war stories,' it builds upon comprehensive research. It is destined to be a classic in our field."—Marshall Goldsmith, Named by *Forbes* as one of five top executive coaches and one of *Wall Street Journal's* "Top 10" executive educators

"Our objective is to provide the reader with an empirical analysis of leadership, a simple and practical conceptual model of what leadership is, and an actionable guide to helping leaders develop 'greatness.'"—From Chapter 1

From the Back Cover

An Updated Edition of the Leadership Classic!

The Extraordinary Leader is a groundbreaking guide that helps you pinpoint and maximize the leadership qualities you already possess. This brand-new edition has been extensively updated to include the latest research into leadership psychology, case studies for leading in a global environment, and the necessary skills for guiding yourself, your team, and your organization to greatness.

Praise for the first edition of *The Extraordinary Leader*

"This is a 'must read' for coaches, leaders, and those who develop them. *The Extraordinary Leader* . . . is destined to be a classic in our field."

?Marshall Goldsmith, named by *Forbes* as one of five top executive coaches and by *The Wall Street Journal* as one of the "Top 10" executive educators

"The Zenger Folkman philosophy has its eye on the right goal?real, measurable results. The Zenger Folkman

leadership model is distinguished from others in that it is backed up by research and data.”

?Bill Blase, Senior Executive Vice President, Human Resources, AT&T Corp.

“Through their exceptional research, the authors demonstrate and prove that leadership does make a difference and that you can learn to lead.”

?James M. Kouzes, Chairman Emeritus, Tom Peters Company, and coauthor of *The Leadership Challenge and Encouraging the Heart*

About the Author

John H. Zenger, D.B.A., is CEO of Zenger Folkman, a firm that helps organizations and individuals improve leadership effectiveness that, in turn, drives business results. These results include increasing employee engagement, retention, productivity, and bottom-line profitability. He is a member of the HRD Hall of Fame and has authored or coauthored eight books and 50 articles on leadership, productivity, and teams.

Joseph R. Folkman, Ph.D., is president of Zenger Folkman. He is an authoritative voice on the subject of creating and using employee surveys to create organizational change and 360-degree feedback assessment for individual development. Folkman is the author of three books: *Turning Feedback into Change*, *Making Feedback Work*, and *Employee Surveys That Make a Difference*.

Users Review

From reader reviews:

Curtis Salas:

Spent a free time and energy to be fun activity to complete! A lot of people spent their sparetime with their family, or their very own friends. Usually they undertaking activity like watching television, gonna beach, or picnic within the park. They actually doing same task every week. Do you feel it? Do you need to something different to fill your personal free time/ holiday? Can be reading a book can be option to fill your cost-free time/ holiday. The first thing you will ask may be what kinds of e-book that you should read. If you want to consider look for book, may be the reserve untitled *The Extraordinary Leader: Turning Good Managers into Great Leaders (Management & Leadership)* can be good book to read. May be it can be best activity to you.

Cynthia Medina:

Reading can called brain hangout, why? Because if you are reading a book especially book entitled *The Extraordinary Leader: Turning Good Managers into Great Leaders (Management & Leadership)* your mind will drift away trough every dimension, wandering in each aspect that maybe unidentified for but surely can become your mind friends. Imaging each word written in a guide then become one application form conclusion and explanation this maybe you never get previous to. The *The Extraordinary Leader: Turning Good Managers into Great Leaders (Management & Leadership)* giving you a different experience more than blown away your thoughts but also giving you useful data for your better life within this era. So now let us present to you the relaxing pattern this is your body and mind will probably be pleased when you are finished reading through it, like winning a game. Do you want to try this extraordinary shelling out spare time activity?

Pauline Jones:

Are you kind of active person, only have 10 or 15 minute in your day to upgrading your mind expertise or thinking skill actually analytical thinking? Then you have problem with the book than can satisfy your short period of time to read it because this all time you only find publication that need more time to be learn. The Extraordinary Leader: Turning Good Managers into Great Leaders (Management & Leadership) can be your answer mainly because it can be read by a person who have those short time problems.

Issac Molina:

As a student exactly feel bored to reading. If their teacher questioned them to go to the library or to make summary for some guide, they are complained. Just small students that has reading's spirit or real their hobby. They just do what the educator want, like asked to the library. They go to at this time there but nothing reading significantly. Any students feel that reading through is not important, boring in addition to can't see colorful photos on there. Yeah, it is to get complicated. Book is very important in your case. As we know that on this age, many ways to get whatever we want. Likewise word says, ways to reach Chinese's country. Therefore this The Extraordinary Leader: Turning Good Managers into Great Leaders (Management & Leadership) can make you really feel more interested to read.

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