



The Little Book of Leadership Development: 50 Ways to Bring Out the Leader in Every Employee

By Scott J. Allen, Mitchell Kusy

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Great things come in little packages: 50 commonsense (but rarely common) ideas for building the leadership potential of others. How many managers have time to plow through big books of leadership development? None! And they'll never need to with this slender book of 50 simple yet powerful ideas. The Little Book of Leadership Development goes straight to the heart of great leadership. Free of complicated theories, it focuses on what really works to get people motivated, working effectively, and acting as leaders themselves. The book delivers streamlined instructions on modeling behaviors, sharing information, building accountability, stretching teams, providing feedback, and 45 other practical strategies. Readers will be able to design a system of development tailored to their team and organization. Managers with the ability to self-reflect and a willingness to implement these positive, powerful ideas will see quick improvements—in communication, efficiency, morale, and every other measure that points to a committed team of emerging leaders.

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Leadership development doesn't have to be difficult or dull. With *The Little Book of Leadership Development*, bringing out the best in people is a continuous, easy-to-apply process.

Now you can cultivate the leadership capacity of every member on your team with these simple yet powerful tips for getting people to really want to work at their peak potential. *The Little Book of Leadership Development* goes straight to the heart of great leadership as it uncovers 50 strategies you can apply on a daily basis, including how to:

- Clarify your expectations of the team, and help them develop goals as a group —the groundwork for gaining commitment
- Recognize and reward achievement with creative nonmonetary rewards—and engage team members
- Model effective confrontation—often bypassing your default mode and intentionally choosing a style that works better
- Keep everyone in the loop about organizational news, strategic plans, and (especially) bad news—before they hear it from the grapevine
- Facilitate a culture of accountability—one in which team members are also held accountable to each other, and you to them
- Stretch your team—taking their skills and experiences to the next level by offering challenging assignments
- Stay focused on solutions, not barriers—and develop a culture where complaining becomes the impetus for solving problems

Managers with the ability to self-reflect and willingness to implement these positive, potent ideas will see quick improvements—in communication, efficiency, morale, and other measures that point to a thriving, committed team of emerging leaders.

Scott J. Allen, Ph.D., is assistant professor of management at John Carroll University and co-author of *Emotionally Intelligent Leadership*. He has published numerous articles in major leadership journals, and he blogs, consults, and facilitates workshops on leadership.

Mitchell Kusy, Ph.D., is an international organization development consultant, 2005 Fulbright Scholar, and full professor in the Ph.D. Program in Leadership & Change at Antioch University. He is the co-author of *Toxic Workplace!, Breaking the Code of Silence, Manager's Desktop Consultant*, and *Fast Forward Leadership*.

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