

LEADERS READY NOW

Accelerating Growth in a Faster World



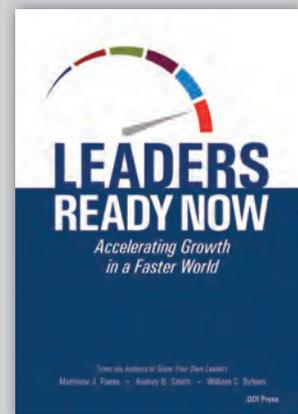
ABOUT THE BOOK

Leaders Ready Now Summary

Better leaders, ready now. It's what successful businesses need to stay viable and what most are unable to achieve. The problem is not the absence of tools, technology, or processes. The problem is a lack of energy.

Growing leaders at the speed of business should be exhilarating, and even scary at times. Some organizations have figured this out, and are showing how more aggressive approaches rally business performance. It doesn't take slick new technology or a clever tool. It takes boldness.

Leaders Ready Now challenges CEOs and Talent Management leaders to rethink lackluster approaches to accelerating leadership growth and to change the equation so that tools and processes don't rob energy from the organization but, instead, create it. The authors take a fundamentally different angle and clearly illustrate how to transform your existing succession and development systems and grow the leaders your business needs—fast and fully enough to gain the advantage in a complex world.



BOOK DETAILS

*Leaders Ready Now:
Accelerating Growth in a Faster World*

By, Matthew J. Paese
Audrey B. Smith
William C. Byham

Hardback: \$30
Ebook: \$12.99

DDI Press
ISBN-13: 978-0976151470

CONTACT

Dianne Stetzer
412-257-3623
Dianne.Stetzer@ddiworld.com

Whitney Heins
865-360-5981
whitney@weavinginfluence.com

LEADERS READY NOW



TABLE OF CONTENTS

INTRODUCTION

SAPPED | How Good Practices Drain, Leadership Readiness.

COMMIT

- 1 NAIL THE BASICS, Defining the Essentials of Accelerating Growth
- 2 MAKE GROWTH MATTER, Elevating Acceleration to a Top Business Priority

AIM

- 3 BECOME FLUENT IN THE LANGUAGE OF GROWTH, Defining Leadership Success for Your Business Context

IDENTIFY

- 4 HAVE THE RIGHT CONVERSATIONS ABOUT THE RIGHT PEOPLE, Mastering the Art and Science of the Talent Review

ASSESS

- 5 GATHER GREAT DATA ABOUT YOUR PEOPLE, Assessing Readiness for Big Leadership Jumps
- 6 RETHINK FEEDBACK, Providing Feedback That Inspires Rapid Growth

GROW

- 7 APPLY MORE DISCIPLINE TO DEVELOPING LEADERSHIP SKILLS, Developing Competencies and Key Actions
- 8 UNLEASH THE INNER STRENGTH OF YOUR LEADERS, Helping Leaders Overcome Personality Derailers, Motivation, or EQ Challenges
- 9 GET LEADERS IN THE GAME SOONER, Generating Assignments That Rapidly Build Skill, Knowledge, and Experience
- 10 MAKE EXECUTIVE COACHING WORK BETTER, Leveraging Executive Coaches as Growth Catalysts
- 11 CAPITALIZE ON OPPORTUNITIES TO ACCELERATE LEADERS IN GROUPS, Combining Methods into Learning Journeys That Grow Large-Scale Readiness

SUSTAIN

- 12 ENERGIZE, Generating the Passion and Commitment That Sustain Growth

LEADERS READY NOW

Accelerating Growth in a Faster World



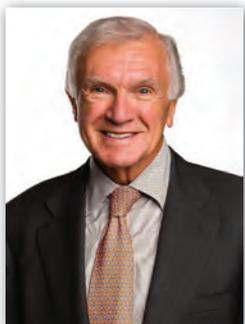
ABOUT THE AUTHORS



Matthew J. Paese, Ph.D., is Vice President of Succession and C-Suite Services for Development Dimensions International (DDI). Matt's work has centered on the application of succession, assessment, and development approaches as they apply to boards, CEOs, senior management teams, and leaders across the pipeline. He consults, coaches, speaks, and conducts research around all those topics and more.



Audrey B. Smith, Ph.D., is Senior Vice President for Global Talent Diagnostics at DDI. Audrey's customer-driven innovation and global consulting insights have helped shape DDI's succession, selection, and development offerings, from the C-suite to the front line. She has been a key strategist and solution architect, encompassing technology-enabled virtual assessments and development aligned to current business challenges.



William C. Byham, Ph.D., is Executive Chairman of DDI. He cofounded the company in 1970 and has worked with hundreds of the world's largest organizations on executive assessment, executive development, and succession management. Bill authored *Zapp!® The Lightning of Empowerment*, a groundbreaking book that has sold more than 3 million copies. He has coauthored 23 other books, including seminal works on the assessment center method..

LEADERS READY NOW

Accelerating Growth in a Faster World



ADVANCED PRAISE

“Finding and having enough high-potential leaders in your pipeline is critical for growth, but how do we accelerate their readiness to take on the really big roles? Paese, Smith and Byham show us that the secret to growing leader readiness lies not in the talent, but in the energy we infuse in our processes and the level of risk we’re willing to take on our people.”

— **Allan H. Church**, Ph.D., Vice President, Global Talent Assessment and Development, PepsiCo, Inc.

“In today’s dynamic, fast-paced world of business, leaders who strive to ensure competitive customer approaches and market leading innovation are often surprised when they don’t have the talent required to fuel future growth. This book offers pragmatic advice on how to grow leaders at the speed of business and make talent planning a natural, ongoing part of business cadence.”

— **Scott Boston**, Vice President, Human Resources, Kimberly Clark,

“*Leaders Ready Now* offers a practical prescription for dialing up your leadership capability and readiness velocity. Organizations interested in earning a winning position and staying ahead of their competition can’t afford to miss the pragmatic acceleration principles offered in *Leaders Ready Now*.”

— **Laci Loew**, Principle, Talent and Organizational Development

“Growing the pipeline of future leaders is key to economic competitiveness. Based on DDI’s work with over 1000 organizations, *Leaders Ready Now* provides a road map for companies who want to accelerate that growth. Any business leader seeking a competitive advantage in today’s complex global economy would do well to heed this compelling call for acceleration and initiate the types of learning journey opportunities for their future leaders described by the authors.”

— **John McKernan**, Former Governor of Maine, and Senior Advisor, U.S. Chamber of Commerce

LEADERS READY NOW

Accelerating Growth in a Faster World



ADVANCED PRAISE

“Smart organizations are preparing now for the leaders they will need tomorrow. *Leaders Ready Now*, rings the clarion bell for immediate action and provides rigorously researched, yet flexible in approach ideas that will drive results for any organization.”

— **Barbara Mistick**, Author of *Stretch: How to Future-Proof Yourself for Tomorrow's Workplace*

“Succession management and leadership development are key components of any Company's ability to succeed in the future. This insightful book provides an effective toolkit for accomplishing those goals systemically, comprehensively and in an accelerated fashion. A must read for C-Suite executives!”

— **John Degan**, Retired Vice Chairman and COO of the Chubb Corporation and as Chairman of the Port Authority of New York and New Jersey

“Finally, a book that recognises trying to cram more learning into already busy lives will not deliver the leaders you need. Nor does this book offer a panacea or silver bullet to the serious issue of ready now leaders for your business: So why read it? Because it encouraged me to think differently, take some risks and find the point where the anxiety to perform creates the energy to learn!”

— **Dr. John Mahoney-Phillips**, Global Head of Learning at Philips Lighting

“The Acceleration Imperatives offer provocative guideposts for CEOs and executive teams serious about elevating leadership growth to a core business strategy.”

— **William M. Lambert**, Chairman, President, and Chief Executive Officer, MSA Safety Incorporated