

what got you here book pdf

what got you here book pdf has become a popular search phrase among professionals, leaders, and individuals seeking personal development insights. The book, authored by Dr. Marshall Goldsmith, is renowned for its practical advice on overcoming behavioral habits that hinder success and fostering positive change. Many readers are eager to access the "what got you here" book in PDF format to conveniently read it on their devices. In this article, we'll explore what the book is about, how to find a legitimate PDF version, key lessons from the book, and how to implement its principles for personal growth.

Understanding the Book: What Got You Here Won't Get You There

Overview of the Book's Concept

"what got you here book pdf" refers to the digital version of Marshall Goldsmith's acclaimed book, *What Got You Here Won't Get You There: How Successful People Become Even More Successful*. The core message challenges the notion that the skills and behaviors that led to initial success are sufficient for continued growth. Goldsmith emphasizes that as individuals advance in their careers, they often develop habits that inadvertently hold them back from reaching the next level.

The book provides a framework for identifying and changing these limiting behaviors. It is particularly relevant for executives, managers, and professionals aiming to elevate their leadership effectiveness.

Key Themes Explored in the Book

- The importance of self-awareness in leadership
- Common behavioral pitfalls among successful people
- Strategies for behavioral change
- The role of feedback and apology in growth
- Building habits for sustained success

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Core Lessons and Takeaways from *What Got You Here Won't Get You There*

Behavioral Habits That Hinder Success

Goldsmith identifies several common behaviors that successful individuals often exhibit but which can limit further growth:

1. **Winning Too Much:** The need to always be right or to win at all costs.
2. **Adding Too Much Value:** Over-informing or correcting others unnecessarily.
3. **Passing Judgment:** Critiquing others excessively, leading to resentment.
4. **Making Excuses:** Avoiding accountability for mistakes.
5. **Not Listening:** Failing to truly hear others' perspectives.

Strategies for Behavioral Change

Goldsmith advocates for a proactive approach to overcoming these habits:

- **Feedback and Self-Reflection:** Regularly seek honest feedback and reflect on your actions.
- **Apologizing and Making Amends:** Address mistakes openly to build trust and credibility.
- **Practicing Listening Skills:** Focus fully on others and resist the urge to interrupt or correct prematurely.
- **Developing New Habits:** Replace old behaviors with positive ones through consistent practice.
- **Using Behavioral Tools:** Techniques like the "Stop-Start-Continue" method to monitor and adjust actions.

Implementing the Principles from the Book in Daily Life

Steps to Apply the Lessons

To truly benefit from the insights of *What Got You Here*, readers should actively incorporate the principles into their routines:

1. **Identify Personal Habits:** Reflect on behaviors that might be holding you back.
2. **Solicit Honest Feedback:** Engage trusted colleagues or mentors for candid input.
3. **Set Specific Goals:** Define clear behavioral changes you want to achieve.
4. **Create Accountability Systems:** Use journals, accountability partners, or coaching to track progress.
5. **Practice Mindfulness and Self-Awareness:** Regularly pause to assess your reactions and behaviors.

Overcoming Challenges in Behavioral Change

Behavioral change is often difficult, requiring patience and persistence. Common challenges include:

- **Forgetting to Apply New Behaviors:** Use reminders or cues to reinforce change.
- **Resistance from Others:** Communicate intentions clearly and seek support.
- **Impatience:** Recognize that change takes time and celebrate small victories.

The Impact of Reading the Book in PDF Format

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- Use a dedicated e-reader or PDF viewer with annotation features.
- Take notes or create summaries of key lessons.
- Revisit sections periodically to reinforce habits.
- Share insights with peers or colleagues for a broader impact.

Conclusion

The pursuit of personal and professional growth often begins with understanding the behaviors that serve us and those that hinder us. *What Got You Here Won't Get You There* by Dr. Marshall Goldsmith provides invaluable insights into this process. Whether you choose to acquire the book in PDF format through legal means or read a physical copy, the essential takeaway is the commitment to ongoing self-improvement. By recognizing limiting habits, seeking honest feedback, and actively working to change, you can elevate your effectiveness and achieve new levels of success. Remember, the journey of transformation

is continuous—embrace it with an open mind and a willingness to change.

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Frequently Asked Questions

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What are the main topics covered in 'What Got You Here Won't Get You There'?

The book discusses the behavioral habits and leadership traits that hinder career growth and provides strategies for overcoming these obstacles to achieve higher levels of success.

Who is the author of 'What Got You Here Won't Get You There'?

The book is authored by Marshall Goldsmith, a renowned executive coach and leadership thinker.

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Summaries of the book are available online in article or PDF formats, but for the full content, it's best to purchase or borrow the official version to respect copyright.

What are some critical reviews of 'What Got You Here

Won't Get You There'?

Many readers praise the book for its practical advice and insightful behavioral analysis, though some suggest it may be repetitive. Overall, it is highly recommended for leaders and professionals seeking growth.

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Additional Resources

What Got You Here Book PDF: An In-Depth Review and Analysis

In the realm of leadership development and personal growth, few books have resonated as profoundly as *What Got You Here Won't Get You There* by Marshall Goldsmith. With the increasing popularity of digital formats, many readers seek access to this influential work in PDF form, whether for convenience, portability, or ease of reference. In this comprehensive article, we explore the essentials of the *What Got You Here Book PDF*, its core concepts, benefits, and how to access it responsibly and effectively.

Understanding the Significance of the What Got You Here PDF

What Got You Here Won't Get You There is more than just a title; it encapsulates a crucial insight for anyone striving to ascend the leadership ladder or improve their professional relationships. The PDF version of this book offers a flexible, accessible way for readers to engage with the material on their preferred devices.

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Core Concepts of What Got You Here Won't Get You There

To appreciate the value of the PDF version, it's essential to understand the core ideas presented in the book. Goldsmith's work investigates the subtle, often unconscious behaviors that hinder successful leaders from reaching their next level.

The Premise

The central thesis is that behaviors which have contributed to a person's past success may become obstacles in new leadership roles. These ingrained habits can undermine relationships, erode trust, and prevent further growth.

The 20 Workplace Habits

Goldsmith identifies twenty specific behaviors that often derail leadership progress. While the full list is extensive, some notable examples include:

- Winning too much: An obsession with being right or winning at all costs.
- Adding too much value: Offering unsolicited advice or critique, diminishing others' contributions.
- Passing judgment: Jumping to conclusions or criticizing without full understanding.
- Making destructive comments: Using language that damages morale or trust.
- Withholding information: Failing to share critical insights, hindering team performance.

Understanding these behaviors helps leaders self-assess and identify areas for improvement.

The Process of Change

Goldsmith emphasizes that awareness alone isn't enough. The process involves:

1. Feedback: Recognizing behaviors that impede progress.
2. Apology: Acknowledging past mistakes.
3. Accountability: Committing to change.
4. Applauding success: Reinforcing positive change.
5. Repetition: Continuously practicing new behaviors.

The PDF format allows readers to revisit these steps conveniently, integrating them into daily practice.

Benefits of Using the What Got You Here PDF

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Engage Actively

- Highlight key behaviors and strategies.
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- Create action plans based on the material.

Implement the Lessons

- Practice self-awareness exercises.
- Solicit feedback from trusted colleagues.
- Track progress over time, revisiting the PDF for refresher insights.

Share and Discuss

- Use highlighted sections to facilitate team discussions.
- Share excerpts with mentors or peers for accountability.
- Join online forums or reading groups focused on leadership growth.

Revisit Regularly

The insights in the PDF are most effective when revisited periodically, reinforcing new behaviors and identifying setbacks.

Conclusion: The Power of the What Got You Here PDF

The PDF version of What Got You Here Won't Get You There offers a dynamic, accessible way to internalize Marshall Goldsmith's transformative leadership principles. By leveraging the format's searchability, portability, and annotation capabilities, readers can deepen their

understanding and accelerate their personal and professional growth.

Whether you are a seasoned executive, emerging leader, or someone committed to continuous improvement, engaging with the PDF version of this influential work can be a pivotal step toward overcoming behavioral barriers and achieving your next level of success. Remember to access it responsibly through legitimate channels, respect copyright, and commit to applying its lessons actively.

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What Got You Here Book Pdf

what got you here book pdf: The Ten Roads to Riches Kenneth L. Fisher, 2017-04-12

Profiles of some of America's richest people and how they got that way—and how you can too! While we can't promise that this book will elevate you to the ranks of the super-rich, we can say that within its pages you'll discover everything you need to know about how, exactly, many of America's most famous (and infamous) millionaires and billionaires acquired their fortunes. The big surprise is that all of the super-wealthy it profiles got where they are today by taking one of just ten possible roads—including starting a business, buying real estate, investing wisely, and marrying extremely well. Whether you aspire to shameful wealth or just a demure fortune, bestselling author and self-made billionaire, Ken Fisher, will show you how to walk in the footsteps of tycoons—all the way to the financial success you dream of and deserve. Packed with amusing anecdotes of individuals who have traveled (or tumbled) down each road to wealth Extracts valuable lessons on how you, too, can achieve serious wealth, and, just as importantly, hold onto it Provides powerful tools for determining what you need to do to position yourself for success and Guideposts and Warning Signs to help keep you safely on your road to success Second Edition features more profiles and instructive examples than were found in the bestselling first edition

what got you here book pdf: The New GP's Handbook Peter Davies, Lindsay Moran, Adrian Roebuck, 2022-02-22 General Practice has never been an easy occupation. In the past there were some clear structures and routes for new GPs to take. You could expect to join a practice and progress through the ranks, growing in seniority and confidence. You might have been informally mentored by one of the older colleagues; learning management and business skills gradually. It is no longer like this. The market has changed, the range of options is wider, and the way through the labyrinth is far from clear. You might find yourself confused and overwhelmed by all the new opportunities, possibilities and prospects. This book helps to clarify uncertainties and guide you towards the right path. It offers ways to formulate strategies when planning your career and maps out the landscape of general practice, enabling you to make, confident and informed decisions about your professional future. Supporting the initiative of First5(R), The New GP's Handbook is highly recommended for newly qualified GPs who will find it answers so many of their questions and helps make the first five years (and beyond) in general practice more understandable, productive and enjoyable. Experienced GPs too, will find the guide invaluable as a current, general overview. General practice is an exciting and rewarding career which provides a host of opportunities for new GPs entering the profession today. Finding the right job, achieving a good work-life balance and developing a culture of lifelong learning are vital not only for the fulfilment of new GPs themselves but for the future of the profession. This book will help you achieve these objectives. Clare J Taylor, in the Foreword

what got you here book pdf: The Five Talents That Really Matter Barry Conchie, Sarah Dalton, 2024-08-27 A former Gallup Global Leadership Research and Development leader and the New York Times bestselling coauthor of Strengths-Based Leadership demystifies the aura and complexity surrounding high performing leaders through original research and interviews with high-performing global leaders. The leadership space is rife with myths, such as the belief that anyone can be a leader with enough effort or that a leader's strengths can be their greatest weaknesses. According to Barry Conchie and his business partner Sarah Dalton, these statements are complete BS. The Five Talents That Really Matter dispels the fluff in leadership literature, unveiling the traits and characteristics that truly determine high-performance leadership. This book serves as a guide, stripping away misconceptions and providing a template against which career-driven managers and leaders can assess and develop their capabilities. The five evidence-based talent dimensions are: Setting Direction: High-performing leaders guide their organizations through complex situations and articulate the value that so many employees find motivational and engaging. Building Energy: Driven by a burning work ethic, Talented leaders set an exacting example. They measure progress, and recognize that the most Talented employees beneath them demand their greatest attention and support. Exerting Pressure: Talented leaders assert a clear point of view and persuasively drive change and improvement, never settling for average outcomes. Increasing Connectivity: Outstanding leaders prioritize people, establishing effective followership through purposeful and ethical behavior, and demonstrating care and concern for those they lead. Controlling Traffic: High performing leaders understand their organizations, driving superior performance by establishing protocols and guardrails while showing agility and flexibility when circumstances change. Through meticulous research, assessment, and testing, Conchie and Dalton have built a database that predicts the talents and behaviors of the most successful leaders. In this book they present for the first time a scientific model that demystifies the aura and complexity surrounding high performing leaders.

what got you here book pdf: Managing the Insider Threat Nick Catrantzos, 2022-11-30 Managing the Insider Threat: No Dark Corners and the Rising Tide Menace, Second Edition follows up on the success of – and insight provided by – the first edition, reframing the insider threat by distinguishing between sudden impact and slow onset (aka “rising tide”) insider attacks. This edition is fully updated with coverage from the previous edition having undergone extensive review and revision, including updating citations and publications that have been published in the last decade. Three new chapters drill down into the advanced exploration of rising tide threats, examining the nuanced complexities and presenting new tools such as the loyalty ledger (Chapter 10) and intensity scale (Chapter 11). New explorations of ambiguous situations and options for thwarting hostile insiders touch on examples that call for tolerance, friction, or radical turnaround (Chapter 11). Additionally, a more oblique discussion (Chapter 12) explores alternatives for bolstering organizational resilience in circumstances where internal threats show signs of gaining ascendancy over external ones, hence a need for defenders to promote clearer thinking as a means of enhancing resilience against hostile insiders. Coverage goes on to identify counters to such pitfalls, called lifelines, providing examples of questions rephrased to encourage clear thinking and reasoned debate without inviting emotional speech that derails both. The goal is to redirect hostile insiders, thereby offering alternatives to bolstering organizational resilience – particularly in circumstances where internal threats show signs of gaining ascendancy over external ones, hence a need for defenders to promote clearer thinking as a means of enhancing resilience against hostile insiders. Defenders of institutions and observers of human rascality will find, in Managing the Insider Threat, Second Edition, new tools and applications for the No Dark Corners approach to countering a vexing predicament that seems to be increasing in frequency, scope, and menace.

what got you here book pdf: Care in Mental Health-Substance Use David B. Cooper, 2019-01-15 The Mental Health-Substance Use series provides clear guidance for professionals on this complex and increasingly recognised field. It concentrates on the concerns, dilemmas and concepts that impact on the life and well-being of affected individuals and those close to them, as

well as the future direction of practice, education, research, services, intervention, and treatment. This volume is primarily about caring for individuals and families who turn to professionals at a time when their lives are unmanageable alone, but is also concerned with the care that these professions extend to their own members. It contends that these issues are closely interrelated, with appropriate communication and support being key to both. Its chapters draw from a variety of theories and treatments to provide practical advice on the challenge of providing appropriate care tailored to a wide scope of individuals and families. The volumes in this series are designed to challenge concepts and stimulate debate, exploring all aspects of the development in treatment, intervention and care response, and the adoption of research-led best practice. They are essential reading for mental health and substance use professionals, students and educators.

what got you here book pdf: The Influence Effect Kathryn Heath, Jill Flynn, Mary Davis Holt, Diana Faison, 2017-11-06 Packed with the authors' coaching insights and their Big Five strategies designed specifically for female executives, this engaging book guides women to break past political barriers and get right to what they really want-influence. --

what got you here book pdf: Care to Dare George Kohlrieser, Susan Goldsworthy, Duncan Coombe, 2012-05-29 Have you ever been led by someone who cared for you like family, and dared you to achieve more than you ever thought possible for yourself, your organization, and even society? Award-winning author of Hostage at the Table, George Kohlrieser, along with his co-authors Susan Goldsworthy and Duncan Coombe, explain how becoming a secure base leader releases extraordinary potential in others. Part of the Warren Bennis leadership series Care to Dare shows you how to become a Secure Base Leader so that you release your followers from the fears that get in the way of their performance. It shows you how you can unleash astonishing potential by building the trust, delivering the change, and inspiring the focus that underpins sustainable high performance. From extensive interviews with executives from all over the world, as well as from surveys with more than a thousand executives, the book reveals the nine characteristics that Secure Base Leaders display on a daily basis. The research shows that a primary difference between a successful leader and a failed leader is the presence or absence of secure bases in his or her life. Care to Dare will take you on a journey where you will discover your own secure bases, past and present, and determine how you can be a secure base for other people in your life at work and at home.

what got you here book pdf: Grounded Bob Rosen, 2013-10-28 A provocative, personal approach to leadership based on in-depth research with hundreds of executives around the world Confronted by disruptive change and economic turbulence, many of today's leaders find themselves ill-equipped to manage the hazards they now face. They must contend with chronic uncertainty, cynical employees, and personal burnout. Most are poorly served by the prevailing paradigm that obsessively focuses on what we do to produce short-term results while sabotaging who we are as healthy human beings. Few have seen alternatives, until now. Grounded proposes a new approach that's designed for actual humans who must grapple with these forces. This new paradigm speaks to our better selves. Based on the author's Healthy Leader model, it focuses on the six personal dimensions that fuel—and refuel—the world's top leaders: physical, emotional, intellectual, social, vocational, and spiritual health. The book argues that leaders at every level can be more self-aware, develop their untapped potential, and drive significantly better results—for themselves, their teams, and their organizations. Shows readers how to build a personal leadership model that works with their values, goals and capabilities Features fresh stories from leaders in a variety of organizations including the New York Fire Department, PricewaterhouseCoopers, The Lego Group, and Medstar Health Gives leaders practical tools to face their toughest challenges with greater skill, confidence, and impact By developing themselves and mastering the six dimensions, readers can gain the stamina and strength to not only weather tough times but to achieve much, much more.

what got you here book pdf: Oswaal Aspire to Inspire Book Oswaal Editorial Board, 2023-03-06 Launch Inspiring Educational Leadership with 100 Practical Questions to Transform your School' answers most of the questions in the field of teaching involving parents, teachers, and

students. This book is a quest to understand the best possible insights through the outlined questions and answers towards every reader. The problems and solutions offer ways to bring in an optimum transformation in the standard of education.

what got you here book pdf: *Lessons for Nonprofit and Start-Up Leaders* Maxine Harris, Michael B. O'Leary, 2020-05-18 *Lessons for Non-Profit and Start-Up Leaders: Tales from a Reluctant CEO* uses the experiences of a real company, Community Connections, to bring to life the practical dilemmas that an organization founded on a mission and guided by a set of ideals must confront and solve if it is to thrive. With no business or financial background, Maxine Harris and her partner Helen Bergman grew a tiny startup into a \$35 million business. Through trial and error, they learned how to manage finances, hire staff, overcome barriers, and adapt to changing business models. In *Lessons for Non-Profit and Start-Up Leaders*, Harris shares her insights, struggles, and mistakes with the goal of helping others who may be starting and running non-profit organizations. She spells out the ways in which creativity, tenacity, and the power of relationships helped her and her partner overcome barriers that often cause start-ups to flounder in their first years of operation. In a humorous and novel twist, the book engages the reader with a series of original fables, each tailored to introduce a business dilemma in the language of "make-believe." Michael O'Leary provides commentary that places the stories and case studies from Community Connections into a broader context, making the lessons accessible to anyone working in the non-profit or startup sector.

what got you here book pdf: *The Unlearning Leader* Michael Lubelfeld, Nick Polyak, 2017-02-15 *The Unlearning Leader* is about how today's leaders need to connect for success. The premise of this book is that we all need to unlearn. In order to change and prepare for tomorrow, the authors submit that much of what leaders have learned must be unlearned as we aim to create a new tomorrow for our nation's children. The learning purposes of this book include: Energize people to think, act, and lead differently; Embody innovative mindsets; Model and share new ways of leading from within the organization; Put forth the power and positive impact and legacy for leadership; Unlearn old truths to lead in new ways; Leverage connection opportunities like #suptchat to lead and learn for tomorrow.

what got you here book pdf: *From CO to CEO* William J. Toti, 2022-04-05 In *From CO to CEO: A Practical Guide for Transitioning from Military to Industry Leadership*, William J. Toti, former CO of the nuclear submarine USS Indianapolis and former CEO of Sparton Corporation, offers a seminal manual for service members transitioning to civilian careers and navigating their rise up the corporate ladder. You've served your country dutifully, and as a member of the US armed forces you've also developed a discipline, drive, and skillset admired the world over. Your success in the civilian job market after your military career ends is all but ensured, right? Well, if statistics and real-life reports from your predecessors are any indication, this transition is not always smooth sailing. More than 200,000 service members separate from the military each year. More than half of those surveyed about the process felt as if they had little to no help with the transition. That's why William J. Toti, retired naval officer and CEO of Sparton Corporation, wrote *From CO to CEO: A Practical Guide for Transitioning from Military to Industry Leadership*. As someone who successfully progressed from captain of a nuclear submarine to a captain of industry, he knows what it takes to make the most of your military training and what more is needed to rise up the ranks in the C-suite. *From CO to CEO* aims to help you get the most out of your industry career, thinking through the kind of company and career track that is best for you. It provides a step-by-step guide to navigating the search, interview, and negotiation process and helps you acclimate to your new environment and to accelerate your climb to the top.

what got you here book pdf: *The Leadership Code* Dave Ulrich, Norm Smallwood, Kate Sweetman, 2009-01-08 What makes a great leader? It's a question that has been tackled by thousands. In fact, there are literally tens of thousands of leadership studies, theories, frameworks, models, and recommended best practices. But where are the clear, simple answers we need for our daily work lives? Are there any? Dave Ulrich, Norm Smallwood, and Kate Sweetman set out to answer these questions—to crack the code of leadership. Drawing on decades of research

experience, the authors conducted extensive interviews with a variety of respected CEOs, academics, experienced executives, and seasoned consultants—and heard the same five essentials repeated again and again. These five rules became The Leadership Code. In The Leadership Code, the authors break down great leadership into day-to-day actions, so that you know what to do Monday morning. Crack the leadership code—and take your leadership to the next level.

what got you here book pdf: The Empowerment Manual Starhawk, 2011-11-15 The author of the award-winning Webs of Power provides a guide and toolkit to understanding group dynamics, facilitating communication and dealing with difficult people so those in collaborative organizations can generate cooperation, be more efficient and attain success. Original. 10,000 first printing.

what got you here book pdf: Going Deeper with New Testament Greek, Revised Edition Andreas J. Köstenberger, Benjamin L Merkle, Robert L. Plummer, 2020-07-15 Designed for those with a basic knowledge of Greek, Going Deeper with New Testament Greek is a user-friendly textbook for intermediate Greek courses at the college or seminary level.

what got you here book pdf: Salt and Light Joshy Thomas, 2020-12-02 “Have you ever pondered on questions like: What are you running for? Have you been grateful to people who selflessly helped you to grow up and reach where you are today? Have you liberated yourself from your bitter past and moved ahead in life? Are you leading with your heart? If the answers are ‘No’ then the ‘Salt and the Light’ is the best start.”

what got you here book pdf: No Ordinary Work Larry Snyder, 2021-06-17 With so many church planters seeking to be successful, many of the ways we measure success can lead to personal disappointment, frustration, comparisons, and even depression. This can result in church planters who quit and churches that close even before they really get started, potentially ruining a witness to an entire community. What if we redefined and clarified the biblical metrics for church planting in a way that replaces frustration with fire, and replaces disappointment with direction? What if we stopped the comparisons to steroid growth and replaced them with a better understanding of kingdom growth? In this lighthearted and encouraging book we will highlight each extraordinary aspect to church planting and detail the biblical metrics that can infuse in each planter a better understanding of success.

what got you here book pdf: From Smart to Wise Prasad Kaipa, Navi Radjou, 2013-03-18 A fresh and timely approach to nurturing wise, resilient, and flexible leadership in a world of growing complexity Leaders tend to obstinately stick to the leadership style that brought them most success in the past, usually one of two extreme styles: functional leadership that focuses on operational excellence or smart leadership that focuses on growth. When a leader's focus is too functional, the organization becomes introverted and can focus too much on bottom-line profitability while missing out on top-line growth opportunities. But when leaders focus too much on smart leadership, the organization may experience quick growth but lose its effectiveness quickly. From Smart to Wise offers a new approach that balances the two styles to achieve a form of wise leadership that is both functional and smart. Drawing on inspiring real-life stories of historical and contemporary wise leaders such as Bill Gates, Warren Buffet, and even Mahatma Gandhi, the authors identify six characteristics of wise leaders and offer a practical framework to help readers develop their own style of wise leadership. A timely and innovative approach to leadership Written by noted speakers who conduct dozens of keynote speeches and workshops, training thousands of people annually

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