1. Record Nr. UNINA9910165055603321 Autore Charan Ram Titolo The high-potential leader: how to grow fast, take on new responsibilities, and make an impact / / Ram Charan with Geri Willigan and Deb Giffen Hoboken, New Jersey:,: Wiley,, 2017 Pubbl/distr/stampa ©2017 **ISBN** 1-119-28706-5 Edizione [1st edition] Descrizione fisica 1 online resource (242 pages) Collana J-b us non-franchise leadership Classificazione BUS071000 Disciplina 658.4/092 Soggetti Leadership Communication in management **Employee motivation** Electronic books. Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Includes index. Includes bibliographical references at the end of each chapters and Nota di bibliografia index. Nota di contenuto Machine generated contents note: 1 High-Potential Leaders Are Crucial to Helping Businesses Adapt and Thrive in the Digital Age 1 The Urgent Need for High-Potential Leaders 1 What "High Potential" Means Now 2 An Important Distinction 7 Getting Hipos There Faster 8 How Hipos Can Use This Book 11 How Leadership Developers Should Use This Book 13 A Final Word 14 Tips for Hipos--How to Use This Book 18 Tips for HR and Leadership Developers--How to Use This Book 20 PART I Five Essential Skills for High-Potential Leaders 23 2 Increase the Return on Your Time (ROYT) 25 Get Comfortable with People Better Than You 25 Set and Reset Your Priorities 28 Customize Your Information Flow 31 Delegate and Follow Through 33 Trust But Verify 34 Decide How to Leverage Yourself 35 Create Repeatable Processes 37 Be Decisive 38 Additional Resources 43 3 Multiply the Energy and Skills of Those Around You 45 Identify a Person's God-Given Talent 46 Build Other People's Strengths 50 Make Necessary Changes Quickly 52 Manage the

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Sommario/riassunto

"Companies need High Potential leaders (Hi-Po's) more than ever before to help them adapt to todays tumultuous, digitally-driven business environment. If you meet the Hi-Po criteria, you're in high demand--and this book explains how to fast-track yourself. Criteria for Hi-Pos are changing markedly. In the past, fast-track leaders were tapped mainly because of their cognitive abilities, analytical skills, imagination, thoroughness in finding solutions and even perfectionist tendencies. In the new climate, other attributes will count more heavily: relationship skills, experience, judgment, abilities to engage, motivate, and draw out the best performance in others, strategic skills and even personal habits and behavior style. Above all, companies see Hi-Pos as people who have the capacity to grow quickly and step into new leadership roles competently. This book is a step by step guide to becoming a high potential leader"--

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