

1. Record Nr.	UNINA9910793146803321
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Titolo	Ausrichtung, Abstimmung, Einsatz : Durch Leadership Bessere Ergebnisse Erzielen // Cynthia D. McCauley, Lynn Fick-Cooper
Pubbl/distr/stampa	[Place of publication not identified] : , : Center for Creative Leadership, , [2018] ©2018
ISBN	1-60491-884-5 1-60491-843-8
Edizione	[1st edition]
Descrizione fisica	1 online resource (48 pages)
Collana	Ideen in Taten umsetzen ; ; CCL Nr. 00462DE
Disciplina	658.4092
Soggetti	Leadership Strategic planning
Lingua di pubblicazione	Tedesco
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references.
Sommario/riassunto	If your team isn't getting results, you may think the problem starts with a failure in leadership. While the person in charge may have issues, a leadership problem doesn't necessarily mean you have a "leader" problem. Leadership is not just about the people at the top, but is a social process, enabling individuals to work together as a cohesive group to produce collective results. This book will show you how to diagnose problems in your team by focusing on the three outcomes of effective leadership: direction, alignment, and commitment. By assessing where your group stands in each of these outcomes, you can plan and implement the changes necessary to get better results.