

The Leadership Compass Top

top

Our top five book picks

The Future of Leadership

Edited by: Bennis, Spreitzer & Cummings,
ISBN:0-7879-5567-1

The *Future of Leadership* presents nineteen original chapters by today's leading thinkers on leadership and management. This work reveals collective insights into the future of leadership and the new economy.

Leadership experts Charles Handy, Thomas Davenport, Karl Weick, Tom Peters, Mihaly Csikszentmihalyi, and others explore fresh and topical issues such as tomorrow's organizational landscape, the "network" organization, knowledge work and the future of management, making sense of the unpredictable future for organizations, creating a context for creativity, and much more.

In addition, young silicon valley entrepreneurs present their valuable insights into challenges leaders are likely to face as the new millennium unfolds. They explore timely questions about leadership such as: Why do we tolerate bad leaders? Why is leadership everyone's business? How ethics play into the new leadership and what kind of leadership is required for the new economy.

Leading the Revolution

Author: Gary Hamel, ISBN: 1-57851-189-5

Ken Lay, chairman & CEO of Enron Corporation pretty much sums Gary Hamel's new work, "Hamel's revolutionary entrepreneurship model represents a substantial advance in our understanding of what companies must do to become outstanding innovators. It should influence not only top management but also employees who are, indeed, the CEO's of their business lives."

Hamel eloquently argues that in an increasingly nonlinear world, only nonlinear ideas will create new wealth. To thrive in an age of revolution, companies must adapt a radical new innovation agenda. The fundamental challenge companies face is reinventing themselves and their industries not only in times of crisis – but continually.



By Andre Mamprin

five

Packed with insight and practical advice, *Leading the Revolution* is fresh, applicable, and based on an extensive study of proven revolutionaries such as Cisco, Virgin, GE Capital, and a host of others. This book is a must read for anyone serious about competing in the new economy.

The Ingenuity Gap

Author: Thomas Homer-Dixon, ISBN: 0676971482

Investigating the growing complexities of our global environment, the author presents a fascinating examination of the critical gap between our need for practical innovative ideas to solve complex problems and our actual supply of those ideas. Using a compelling narrative to support his arguments, the author assesses the many challenges we are currently facing as a global society, looking to everything from an international financial crisis to climate change to AIDS. He asserts that the forces we've released as a species are neither managed nor manageable and offers some interesting suggestions on how these challenges may be overcome.

Dixon thinks of ingenuity as consisting of sets of instructions that tell us how to arrange the constituent parts of our social and physical worlds in ways that help us achieve our goals. We need copious ingenuity to address the commonplace challenges around us. Every day, for instance, an average city receives thousands of tons of food and fuel, tens of millions of litres of water, and hundreds of thousands of kilowatt hours of electricity. Huge quantities of wastes are removed, hospitals provide health services, knowledge is transmitted from adults to children in schools, police forces protect property and personal safety, and hundreds of committees and councils from the community to the city level deal with governance.

The amount of ingenuity needed to run this system is, of course, not the same as the amount needed to create it, because at any one time an enormous array of routines and standard operating procedures guides people's actions. But our urban system, with its countless elements, is the product of the incremental accretion of human ingenuity. It was created, over time, by millions of small ideas and a few big ones. Dixon skillfully draws the links between the multiplex of systems: global, national, community, organizational, and personal.

Free Agent Nation

How Americas New Independent Workers are Transforming the Way We Live

Author: Daniel Pink, ISBN: 0446525235

Daniel Pink argues that there is a rapidly growing trend of workers who are renouncing traditional allegiances to their organizations. Citing the country's

25 million self-employed workers, he predicts the incremental undermining of conventional corporate society. The job that your parents knew, he contends, is defunct. Pink believes that post-baby boomers subscribe to creating their own destinies, not to old company loyalties. Instead of looking to mega-corporations, he says, they think small, noting for example that since 1994, firms with fewer than 20 employees have created 80 percent of new jobs in our economy. An eloquent manifesto about a glacial shift.

Pink offers the definitive account of this revolution in work. He shows who these free agents are – from the marketing consultant down the street to the home-based "mompreneur" to the footloose technology contractor – and why they've forged a new path.

The organization worker is history. Taking their place is North America's new economic icon: the "free agent" the job-hopping, tech-savvy, fulfillment-seeking self-employed independent worker. Already 30 million strong, these new "dis-organization" men and women are transforming North America in profound ways.

The Knowing Doing Gap

How Smart Companies Turn Knowledge into Action

Authors: Jeffery Pfeffer & Robert Sutton, ISBN: 1578511240

The market for business knowledge is booming, as companies looking to improve their performance pour billions of dollars into training programs, consultants, and executive education. Why, then, are there so many gaps between what firms know they should do and what they actually do? Why do so many companies fail to implement the experience and insight they've worked so hard to acquire? This book confronts the challenge of turning knowledge about how to improve performance into actions that produce measurable results.

These well-known authors identify the causes of the knowing-doing gap and explain how to close it. The message is clear. Firms that turn knowledge into action avoid the "smart talk trap." Executives must use plans, analysis, meetings, and presentations to inspire deeds, not as substitutes for action. Companies that act on their knowledge also eliminate fear, abolish destructive internal competition, measure what matters, and promote leaders who understand the work people do in their firms. The authors use examples from dozens of firms that show how some overcome the knowing-doing gap, why others try but fail, and how still others avoid the gap in the first place. This book is sure to resonate with executives who struggle daily to make their firms both know, and do what they know.