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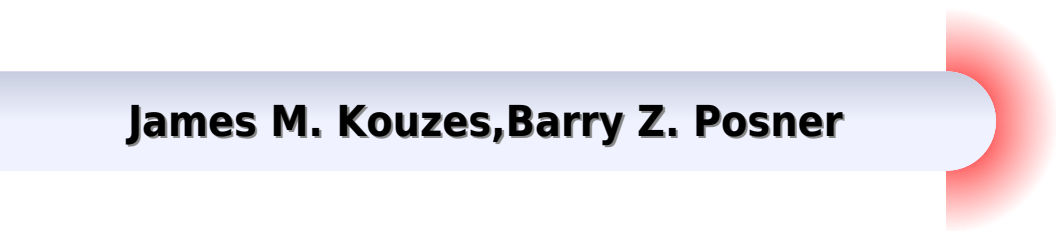
**MAKING
EXTRAORDINARY
THINGS HAPPEN
IN ASIA**



APPLYING
THE FIVE
PRACTICES OF
EXEMPLARY
LEADERSHIP

Making Extraordinary Things Happen In Asiaapplying The Five Practices Of Exemplary Leadership

James M. Kouzes, Barry Z. Posner



Making Extraordinary Things Happen In Asia applying The Five Practices Of Exemplary Leadership:

The Five Practices of Exemplary Leadership - Asia James M. Kouzes, Barry Z. Posner, 2013-04-03 This 24 page article is perfect for leaders with limited time and budget It provides a concise overview of Kouzes and Posner's model and overall thoughts on leadership in Asia Ideal for orienting readers to the Five Practices model at the beginning of a workshop or coaching session the piece contains two Leadership Challenge case studies drawn from Asian nationals a short description of the Five Practices a section on Learning to Lead and background information on the Leadership Practices Inventory LPI

The Five Practices of Exemplary Leadership - Legal Services James M. Kouzes, Barry Z. Posner, 2013-10-14 This 24 page article is perfect for leaders with limited time and budget It provides a concise overview of Kouzes and Posner's model and overall thoughts on leadership in the realm of the legal sector Ideal for orienting readers to the Five Practices model at the beginning of a workshop or coaching session the piece contains two Leadership Challenge case studies drawn from government and the public sector a short description of the Five Practices a section on Learning to Lead and background information on the Leadership Practices Inventory LPI

Making Extraordinary Things Happen in Asia James M. Kouzes, Barry Z. Posner, 2013-03-13 An in depth look at how leaders in Asia apply the Five Practices of Exemplary Leadership in their organizations Kouzes and Posner's Five Practices of Exemplary Leadership is the most trusted and proven leadership paradigm in the business world Making Extraordinary Things Happen in Asia focuses on the unique ways leaders in Asia have applied the Five Practices and documents their success with it Using actual case studies and first person experiences the book examines the Five Practices framework shows how the behaviors of individual leaders make a difference and reveals what leadership in Asia looks like on a daily basis Each of the Five Practices is supported with five or six case studies illustrating what the Practice looks like on a behavioral level After examining the Five Practices the book then reveals what actions would be and current leaders in Asia can do to improve their leadership skills and effectiveness Customizes the legendary Five Practices of Exemplary Leadership framework specifically for Asian leaders and a companion to The Leadership Challenge Features real case studies that show the Practices in action on a daily basis From leadership gurus James Kouzes and Barry Posner together with one of Asia's top leadership experts Steve DeKrey For leaders and aspiring leaders of Asian organizations and business Making Extraordinary Things Happen in Asia is an invaluable guide to long term leadership success

A Coach's Guide to Developing Exemplary Leaders James M. Kouzes, Barry Z. Posner, 2017-07-06 An evidence based approach to real world leadership development A Coach's Guide to Developing Exemplary Leaders presents leadership not as an inherent talent but as a set of skills to be learned Backed by over 30 years of original research and data from over four million individuals this book offers a framework for leadership development in the modern business environment and a set of best practices for training the leaders of tomorrow The basic curriculum centers around The Five Practices of Exemplary Leadership Model the Way Inspire a Shared Vision Challenge the Process Enable Others to Act and

Encourage the Heart As fundamental elements of great leadership at any level in any industry these tenets establish a learnable measureable teachable set of behaviors that form the basis of evidence based leadership development This book shows you how to use the Five Practices and related tools to coach promising talent into leadership roles Success stories show how these practices have been implemented in real world situations and worksheets and checklists help you easily integrate the Five Practices into your existing coaching regimen Highly practical and straightforward this action focused guide helps you shape the future of leadership Teach people skills that have been proven effective again and again as you show them how to Be the example that sets the tone at the top Inspire high performance creativity and innovation Challenge people to push their comfort zone and enable them to succeed Provide support encouragement and guidance around obstacles As Baby Boomers retire in record numbers the need for real effective leadership is growing greater than ever at the same time there has never been a more disparate set of opinions about what leadership actually means A Coach s Guide to Developing Exemplary Leaders provides an evidence based model to help you develop leaders with real quantifiable tangible skills The Leadership Challenge Workshop James M. Kouzes,Barry Z. Posner,2017-05-01 Backed by over 25 years of original research The Leadership Challenge Workshop is an intense discovery process created by best selling authors Jim Kouzes and Barry Posner The Workshop demystifies the concepts of leadership and leadership development and approaches it as a measurable learnable and teachable set of behaviors establishing a unique underlying philosophy leadership is everyone s business This Participant Workbook provides everything needed for high impact workshops for participants

The Student Leadership Challenge James M. Kouzes,Barry Z. Posner,Beth High,Gary M. Morgan,2014-02-27 The Student Leadership Challenge Activities Book includes more than 50 activities that give educators a bridge between teaching The Five Practices of Exemplary Leadership model and helping students learn to apply the practices to their lives The activities map to each of The Five Practices and are designed to be flexible appropriate for high school and college students and greatly improve students understanding of The Five Practices model through action The activities include facilitator tips for use in a variety of settings and with various age groups **The Leadership Challenge** James M. Kouzes,Barry Z. Posner,2017-03-30 The most trusted source of leadership wisdom updated to address today s realities The Leadership Challenge is the gold standard manual for effective leadership grounded in research and written by the premier authorities in the field With deep insight into the complex interpersonal dynamics of the workplace this book positions leadership both as a skill to be learned and as a relationship that must be nurtured to reach its full potential This new seventh edition has been revised to address current challenges and includes more international examples and a laser focus on business issues you ll learn how extraordinary leaders accomplish extraordinary things and how to develop your leadership skills and style to deliver quality results every time Engaging stories delve into the fundamental roles that great leaders fulfill and simple frameworks provide a primer for those who seek continuous improvement by internalizing key insights and putting concepts

into action you'll become a more effective more impactful leader A good leader gets things done a great leader aspires inspires and achieves more This book highlights the differences between good and great and shows you how to bridge the chasm between getting things done and making things happen Gain deep insight into leadership's critical role in organizational health Navigate the shift toward team oriented work relationships Motivate and inspire to break through the pervasive new cynicism Leverage the electronic global village to deliver better results Business is evolving at an increasingly rapid rate and leaders must keep pace with the changes or risk stagnation People work differently are motivated differently and have different expectations today business as usual is quickly losing its effectiveness The Leadership Challenge helps you stay current relevant and effective in the modern workplace

Extraordinary Leadership in Australia and New Zealand

James M. Kouzes, Barry Z. Posner, 2014-12-15 The research driven guide to the leadership behaviours which create more engaged workplaces and higher performance Extraordinary Leadership in Australia and New Zealand is a guidebook for what it takes at any level of an organisation to bring out the best in people And full of insights not just from people who are making a difference but also evidence from their direct reports colleagues and managers about the impact that The Five Practices of Exemplary Leadership has on them and their performance Drawing upon empirical data from more than 75 000 people in the Australian and New Zealand workforce the authors document how The Five Practices are being applied here and also compares this region with data from 28 other countries Interviews with more than 100 leaders and their teams provide real examples and practical applications within the grasp of every reader who aspires to make a difference Case studies are balanced across gender function and industry providing a broad perspective identifying why leadership matters and offering keen insights into how you lead others to greatness Study examples of extraordinary leadership in Australia and New Zealand Discover the behaviours that make great leaders and why they're so important Examine the research that shows how leadership affects engagement and organisational performance Learn why people need great leadership and why it motivates them to perform at their best Leadership must be nurtured While all leaders are born great leaders are made With expectations higher than ever and resources unprecedentedly scarce today's leaders face some of the most difficult complex organisational challenges yet Extraordinary Leadership in Australia and New Zealand presents a data driven framework for being an effective leader with expert guidance toward the actions that you can take to improve the performance of your team and organisation

***Great Leadership Creates Great Workplaces* James M. Kouzes, Barry Z.**

Posner, 2013-07-15 How can you inspire your employees to the high levels of engagement that drive strong results across the board Drawing on over 30 years of research and data from more than two million constituents around the world Jim Kouzes and Barry Posner the bestselling authors of The Leadership Challenge expand on their work with The Five Practices of Exemplary Leadership to create a new metric Positive Workplace Attitudes addressing how leaders affect employee engagement Their research shows how positive feelings about being part of the workplace strongly influence people's

willingness to apply discretionary effort to their work People put forth much more effort for their best leaders and very little for their worst leaders Leaders who more frequently exhibit exemplary practices foster engagement and inspire people to go from acceptable to good and even to great Filled with new findings from Kouzes and Posner's original research Great Leadership Creates Great Workplaces expands the reach of The Leadership Challenge to address pressing critical issues around employee engagement and how leaders can improve it to outperform the competition Leadership in Higher Education Jim Kouzes, Barry Posner, 2019-09-17 The authors of the classic bestseller The Leadership Challenge bring their expertise to higher education offering five practices that can make any college or university leader into an exemplary leader Drawing on the same pioneering research that formed the foundation of their classic bestseller The Leadership Challenge over 2.7 million copies sold James Kouzes and Barry Posner offer a set of leadership skills and practices that will make a significant difference in every area of higher education faculty administration library services career counseling auxiliary services campus safety and more It's about the behaviors that leaders regardless of their position use to transform values into actions visions into realities obstacles into innovations segments into solidarity and risks into rewards Kouzes and Posner tell the leadership story from the inside and move outward describing it first as a personal journey and then as mobilizing others to want to do things they have never done before The Five Practices of Exemplary Leadership is the operating system for this adventure Leadership in Higher Education explains the fundamental principles that support these practices and provides case examples of people in higher education who demonstrate each one A core theme that weaves its way through all the chapters is that whether it's one to one or one to many leadership is a relationship between those who aspire to lead and those who choose to follow We need leaders who can unite us and ignite us This book lights the way **The Leadership Challenge Workbook** James M. Kouzes, Barry Z. Posner, 2017-05-04 Essential practical tools for implementing evidence based leadership development The Leadership Challenge Workbook offers practical tools for applying The Five Practices of Exemplary Leadership in real life business situations As the companion to The Leadership Challenge this workbook provides essential hands on guidance for planning implementation people management and more This new revised third edition has been updated to match The Leadership Challenge Sixth Edition text It includes easy to use worksheets to simplify planning and collectively assemble into a clear blueprint for moving forward By focusing on the notion of leadership development as a journey rather than an event this interactive guide provides critical insight through a proven systematic process Implementing big ideas requires skillful change leadership and any successful sustainable change begins with thorough practical planning This workbook helps you map out a plan and put it into action with tools that help clarify your thinking and translate your big ideas into concrete strategies Streamline planning with practical efficient worksheets Assemble a blueprint for effectively implementing your ideas Improve communication strengthen commitment and build trust Adopt a systematic approach to leadership to continue producing exemplary results The Five Practices of Exemplary

Leadership is a proven model backed by decades of research and data from over 4 million individuals. It is proven practical and evidence based and has helped leaders from around the globe improve their organizations performance. With the need for quality leadership development at an all time high, real world application of proven models becomes critical. The Leadership Challenge Workbook gives you the hands on tools you need to more effectively implement a robust systematic approach.

Finding the Courage to Lead James M. Kouzes, Barry Z. Posner, 2013-08-13 Leadership doesn't happen without courage. In fact, leadership might be defined as courage in action. But the truth is that courage is poorly understood and not what you typically think. In their second original short format work Finding the Courage to Lead, James Kouzes and Barry Posner offer a perspective on what ordinary leaders say about what courage is to them and what their courageous experiences mean for the daily practice of leadership. Courage is one of those big bold words. It has the reputation of being something way out there on the edges of human experience, commonly associated with superhuman feats, life and death struggles, and overcoming impossible odds. It gives rise to images of daring feats of bravery and nerves of steel. It has such a mystique about it that many think the concept doesn't apply to them. But when you look beyond the headlines, you find out that this account of courage is certainly not the whole story. There is very little relevant discussion of courage in the leadership literature. For all the talk about how leaders need to be courageous, there is next to nothing written about what it really means for leadership. Grounded in award winning original research and rich with insight, Finding the Courage to Lead is valuable for leaders at any level to understand how courage shapes our leadership potential on and off the job and is required reading for any fans of Kouzes Posner's work.

Learning Leadership James M. Kouzes, Barry Z. Posner, 2016-04-25 Uncover the extraordinary leader in you with straightforward exercises and advice from two of the world's foremost leadership experts. From the bestselling authors of The Leadership Challenge and over a dozen award winning leadership books comes a new book that examines a question of fundamental importance: How do people learn to become leaders? Learning Leadership: The Five Fundamentals of Becoming an Exemplary Leader is a comprehensive guide to unleashing the inner leader in us all and to building a solid foundation for a lifetime of leadership growth and mastery. The book offers a concrete framework to help individuals of all levels, functions, and backgrounds take charge of their own leadership development and become the best leaders they can be. Arguing that all individuals are born with the capacity to lead, bestselling authors Kouzes and Posner provide readers with a practical series of actions and specific coaching tips for harnessing that capacity and creating a context in which they can excel. Supported by over 30 years of research from over seventy countries and with examples from real world leaders, Learning Leadership is a clarion call to unleash the leadership potential that is already present in society today. Learning Leadership provides readers with evidence based strategies to ignite the habit of continuous improvement and the mindset of becoming the best leaders they can be. Emerging leaders as well as leadership developers, internal and external coaches, and trainers and other human resource professionals will learn

from first hand stories and practical examples so that they can deeply understand and apply the fundamentals for becoming the best leaders they can be Learning Leadership The Five Fundamentals of Becoming an Exemplary Leader is divided into digestible bite sized chapters that encourage daily actions to becoming a better leader Key takeaways from the book include Believe in Yourself Believing in oneself is the essential first step in developing leadership competencies The best leaders are learners and they can't achieve mastery until and unless they truly decide that inside them there is a person who can make a difference and learn to be a better leader than they are right now Aspire to Excel To become an exemplary leader people must determine what they care most about and why they want to lead Leaders with values based motivations are the most likely to excel They also must have a clear image of the kind of leader they want to be in the future and the legacy they want to leave for others Challenge Yourself Challenging oneself is critical to learning leadership Leaders must seek new experiences and test themselves There will be inevitable setbacks and failures along the way that require curiosity grit courage and resilience to persist in learning and becoming the best Engage Support One can't lead alone and one can't learn alone It is essential to get support and coaching on the path to achieving excellence Whether it's family managers at work or professional coaches leaders need the advice feedback care and support of others Practice Deliberately No one gets better at anything without continuous practice Exemplary leaders spend more time practicing than ordinary leaders Simply being in the role of a leader is insufficient To achieve mastery leaders must set improvement goals participate in designed learning experiences ask for feedback and get coaching They also put in the time every day and make learning leadership a daily habit Kouzes and Posner offer unrivaled insights into what it means to become an exemplary leader in today's world with their original research and over 30 years of experience studying the practices of extraordinary leadership They show that anyone can become a better leader if they believe in themselves aspire to excel challenge themselves to grow engage the support of others and practice deliberately Learning Leadership challenges readers to do the meaningful and disciplined work necessary to becoming the best they can using a new mindset and toolkit that can make extraordinary things happen It's not the once in a while transformational acts that demonstrate leadership It's the little things that one does day in and day out that pave the path to greatness

Turning Adversity Into Opportunity James M. Kouzes, Barry Z. Posner, 2014-05-27 Leaders are no strangers to challenges in recent years businesses have experienced unprecedented layoffs dismal sales dwindling retirement accounts and the bankruptcy of once heralded institutions While these uncertain times are difficult they also provide the opportunity for great leadership Over three decades of research Jim Kouzes and Barry Posner the bestselling authors of The Leadership Challenge have asked thousands of leaders to describe their personal leadership best Across the board people say their greatest moments arise out of the most difficult periods of their careers Turning Adversity Into Opportunity reveals how leaders at any level can transform difficult circumstances into opportunities for growth and success Kouzes and Posner offer a clear set of six actionable strategies showing how extraordinary leaders navigate through

uncertainty hardship disruption transformation transition recovery new beginnings and other significant challenges Exemplary leadership disrupts the status quo and Kouzes and Posner show how to awaken and pursue new possibilities and opportunities no matter what the circumstances Wherever you find yourself in your organization or community Turning Adversity Into Opportunity will help you embrace the chance within any challenge to make a real difference *Leadership is Everyone's Business* James M. Kouzes, Barry Z. Posner, 2017-05-08 Backed by over 20 years of original research The Leadership Challenge Workshop is a unique and intense discovery process created by best selling authors Jim Kouzes and Barry Posner The Workshop demystifies the concept of leadership and approaches it as a learnable set of behaviors In other words forget about job titles forget about position or rank or work experience Leadership is about what you do In this non manager version of the Participant Workbook Kouzes and Posner introduce individual contributors to The Five Practices of Exemplary Leadership The one day program is about how the leadership is not the private reserve of a few charismatic men and women It is a process ordinary people use when they are bringing forth the best from themselves and others The authors goal is to liberate the leader in everyone with this inspiring results oriented Workshop El desafío del liderazgo James M. Kouzes, Barry Z. Posner, 2018-09-26 Más de 2 500 000 ejemplares vendidos Bestseller internacional traducido a más de 20 idiomas Publicado por primera vez en 1987 El desafío de liderazgo es el manual de referencia para un liderazgo eficaz basado en la investigación y escrito por Kouzes y Posner las principales autoridades en este campo Esta nueva edición de la obra de Kouzes y Posner es una actualización del libro que se ha convertido en la biblia del liderazgo y en un bestseller internacional traducido a más de 20 idiomas con más de 2 5 millones de ejemplares vendidos Ofrece una profunda visión de la compleja dinámica interpersonal del lugar de trabajo y posiciona el liderazgo como una habilidad que se debe aprender y nutrirse diariamente para alcanzar su máximo potencial En esta edición se incluye un mayor número de ejemplos actualizados referidos a las principales empresas internacionales Reseñas El desafío del liderazgo sigue siendo uno de los cinco mejores libros que he leído en mi vida Treinta años después de su primera publicación a continuación recomiendo a todos aquellos que quieren ser mejores líderes John C Maxwell experto en liderazgo y autor del bestseller The 21 Irrefutable Laws of Leadership Este libro es un clásico uno de los pocos libros sobre liderazgo que realmente vale la pena leer El desafío del liderazgo es ahora más importante que nunca un recurso práctico basado en evidencias sobre cómo movilizar a las personas en torno a un objetivo como Adam Grant autor de *Originals* y *Give and Take* superventas en la lista del New York Times El desafío del liderazgo se ha convertido en la referencia estándar para el liderazgo y es una lectura obligada en cualquier etapa de tu carrera Las cinco prácticas del liderazgo ejemplar proporcionan una hoja de ruta completa que nos ayuda a comprender lo que se necesita para inspirar a aquellos a quienes tenemos el privilegio de dirigir y también nos enseña a liderar con empatía y convicción y autenticidad Mike Selfridge Vicepresidente Ejecutivo Senior y Director de Banca First Republic Bank Actualizada convincente y llena de corazón la sexta edición del clásico de Jim Kouzes y Barry Posner se basa en un tesoro inigualable de

nuevos datos para ofrecer un nuevo contexto a los fundamentos del liderazgo excelente El desafío del liderazgo sigue siendo el texto esencial para los líderes que desean hacer cosas extraordinarias en el entorno hipercompetitivo de hoy Sally Helgesen autora de The Female Vision The Web of Inclusion y The Female Advantage Las cinco prácticas de liderazgo ejemplar constituyen la base y la hoja de ruta para desarrollar aquellas habilidades de liderazgo que actualmente se necesitan más que nunca La sexta edición del El desafío del liderazgo muestra ejemplos del mundo real sobre cómo poner en práctica las acciones que hacen que las empresas y los líderes sean excelentes Este libro debe estar en el escritorio de todos los líderes y debe tener muchas anotaciones Garry Ridge Presidente y CEO WD 40 Company coautor de Helping People Win in Work

James M. Kouzes & Barry Z. Posner), 2022-05-03 2500 Up 3 22 8 18 5 10 60 Tips 12 26 10 Q A the Five Practices of Exemplary Leadership Tips 10 Step by Step Q A Warren Bennis Marshall Goldsmith UP Ken Blanchard Patrick M Lencioni Harry Kraemer Jr Baxter International Northwestern University Kellogg School of Management Howard Behar

Những thách thức của nhà lãnh đạo James M. Kouzes và Barry Z. Posner, L'nh o gi i ho n th nh m i vi c L'nh o t i n ng truy n c m h ng t c th nh c ng v t tr i Th ng tr ng lu n thay i ch ng m t c n c c nh l nh o ph i lu n b t k p v s n s ng ng u v i m i r i ro ti m n khi thay i C ch th c l m vi c ngu n ng l c v k v ng c a l c l ng lao ng ng y nay c ng v c ng kh c nhau v th nh ng c ch th c l nh o c ang d n m t i hi u qu Nh ng th ch th c c a nh l nh o cu n c m nang ra i d a tr n nh ng nghi n c u th c t v c ch p b t b i hai chuy n gia h ng u trong l nh v c k n ng l nh o s l m r s kh c bi t gi a l nh o gi i v l nh o t i n ng ch ra nh ng b k p thu h p kho ng c ch gi a ho n th nh m i vi c v truy n c m h ng t c th nh c ng v t tr i Cu n s ch gi p m i c gi ang v s tr th nh c c nh l nh o trong t ng lai C c t m nh n s u s c v vai tr quan tr ng c a l nh o trong t nh h nh ph t tri n chung c a t ch c V t qua h nh tr nh y gian kh ti p c n nh ng m i quan h c ng vi c nh h ng tinh th n ng i Kh ch l v truy n c m h ng cho nh n vi n h c th p tan nh ng r o c n c a b n th n v t ch c t tin ho n th nh t t c ng vi c c a m nh Th i th c i ng nh n vi n h a nh p nh ng kh ng h a tan trong h nh tr nh h i nh p to n c u

Liderliği Öğrenmek James Kouzes, Barry Posner, 2018-06-01 RNEK ALINACAK L DER OLMANIN BE LKES M kemmel liderli in do u tan gelen bir meziyet olmad n buna kar l k renilebilece inin ve liderlerin yeti tirilebilece inin kesin kan t n g rmek ok cesaret verici Kritik ba lant lar ve ili kiler kurmay yap c geribildirimler almay ve kullanmay Kouzes ve Posner taraf ndan ke fedilen incelenen ve sunulan bilgelikle b y kl ne olursa olsun kurulu lar ustal kla ve ba ar yla y netmeyi kendiniz i in renin Marshall Goldsmith New York Times en ok satan kitaplardan Triggers MOJO ve What Got You Here Won t Get You There kitaplar n n yazar Demek lider olmak istiyorsunuz Bu kitap size bunun yolunu g steriyor Ak c bir dil kapsaml ara t rma ve uygulanabilir bilgilerle Kouzes ve Posner mitleri y k yor ve liderli in renilebilir uygulanabilir ve ustal k d zeyine geli tirilebilir a k ve net beceri ve yeteneklerden olu tu unu ortaya koyuyor Tina Seelig Profes r Stanford M hendislik Fak ltesi Insight Out inGenius ve What I Wish I Knew When I Was 20 kitaplar n n yazar Kouzes ve Posner benim gibi liderlerin yeti ebilece ine inan yor ve bu inanc somut delilleri ve canl rnekleriyle destekliyor Liderli i renmek herhangi bir ortamda ola an st bir lider olabilmek i in gerekli ara lar ve pratik

uygulamas olan tavsiyelerle zengin bir kitap Y kselmek i in ihtiya n z olan kitap bu John C Maxwell New York Times en ok satan kitaplar listesine giren kitaplar n yazar ve Liderlik Uzman En iyi liderlerin en iyi renenler oldu u bir ger ektir Liderlik bir yetenekler setidir ve ba ka herhangi bir beceri seti gibi renilebilir ve geli tirilebilir rnek al nacak lider olmak kolay de ildir Kendine inanmay g venmeyi hedef belirlemeyi metanetli olmay destek almay ve bilin li al t rma yapmay gerektirir Bununla birlikte g l bir kararl l k azim ve destekleyici yol g stericilikle herkes mevcut halinden daha iyi bir lider olmay renebilir Liderli i renmek bug n n ve yar n n zorluklar yla ba edebilecek rnek liderleri yaratmak i in somut bir er eve ve uygulanabilir ad mlar ortaya koyuyor ster deneyimli isterse bu rol stlenmek zere i e i burnunda bir lider olun bu kapsaml k lavuz kendi liderlik geli iminizin idaresini elinize alman z ve i inizdeki liderlik cevherini a a karman z i in delile dayal stratejiler sunuyor Otuz y l a k n ara t rmalara ve yetmi ten fazla lkeden toplanan verilere dayanan renmeyle ilgili bu bilgi y kl eser rnek lider olman n temel ilkelerini ara t r yor ve liderlik becerilerini g lendirip geli tirmek i in sa lam bir temel kuruyor Kendi kendine uygulanabilecek ko luk nerileriyle kolayca anla labilen ve hazmedilebilen b l mler halinde yaz lm olan bu kitap olumlu bir de i im yaratmak i in gerekli olan somut ve soyut becerilerinizi geli tirmek i in kullanabilirsiniz

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