

Accelerating Your Development as a Leader: A Guide for Leaders and their Managers

Robert Barner

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Robert Barner : Accelerating Your Development as a Leader: A Guide for Leaders and their Managers before purchasing it in order to gage whether or not it would be worth my time, and all praised Accelerating Your Development as a Leader: A Guide for Leaders and their Managers:

An invaluable resource for HR professionals and executive coaches, this book focuses on how to reduce the time

needed to prepare high-potential (HIPO) leaders for next-level positions. Providing the leading trends, tools, and techniques in the industry, the book demystifies the process of HIPO development. It includes a powerful five-step process for increasing leaders' readiness, as well as a complete set of tools for running workshops on developmental planning and coaching. This text also serves as a core text for the author's Executive Coaching Certificate Programs.

a structured step by step guide which is easy to follow and implement Financial Advisor From the Inside Flap This important book is an invaluable resource for HR professionals and executive coaches who are charged with working with exceptional leaders, in order to prepare them to take on broader leadership responsibilities. Accelerating Your Development as a Leader helps to demystify the process of high-potential leadership development and translate this process into a well-defined plan of action. In this groundbreaking book, Robert Barner; an expert on leadership development; outlines a powerful five-step process for increasing leaders' readiness to assume next-level assignments. Leaders will find that they can use these steps to identify and clearly define their development goals, assess their own progress in development, extract the most from developmental assignments, improve their organizational brands, and make mid-course corrections to their planning process. Managers, HR professionals, and executive coaches will find that they can use these steps to help leaders develop more effectively, within less time. They will also learn how to make the best use of developmental feedback, identify and manage developmental assignments, and fully engage in, and leverage managerial and third party coaching. This book is highly recommended for anyone who is attempting to strengthen their leadership talent pipeline and develop a more systematic approach to leadership development and coaching. From the Back Cover "In this book, Dr. Barner has successfully addressed a growing talent management issue, namely the need for preparing today's leaders to move faster through the leadership pipeline. This book will prove invaluable to any organization that is trying to encourage self-directed development, while enlisting the support of managers as coaching advisors. Easy to follow, with detailed suggestions, this is a must read for leaders, managers, and HR professionals who are striving to rapidly grow their leadership talent base. Strongly recommended!" — Samir Gupte, vice president, Enterprise Function Human Resources, Darden "Effective leadership continues to be the most critical component to business success while remaining one of the most elusive concepts to understand. Dr. Barner has taken this complex subject and made it meaningful to leaders while providing helpful insights for practitioners. Through simple and practical techniques, this book provides a roadmap for accelerating leadership development and building a personal brand for success. Whether you're a business leader or an Executive Coach, this book will serve as a catalyst to improving your own effectiveness and that of those you touch." — Kirk Thor, Ph.D., vice president, Talent Management, JC Penney "Another homerun by Bob Barner! Leaders don't become leaders by accident nor do they move to the next level by accident. You've got to have a plan, and I know of no better guidance in developing one than Accelerating Your Development as a Leader. It is comprehensive, removes the guesswork, and will surely increase your momentum." — Cass Wheeler, strategic consultant, coach, speaker and former CEO of The American Heart Association; and author, You've Got to Have Heart "Bob Barner's experience as a coach, corporate leader, and academician shines in Accelerating Your Development as a Leader. He outlines a practical approach to jump-starting career development work built on a foundation of sound research and trusted application." — Michael Fischer, vice-president, organization development and talent management, Energy Future Holdings