



Lead Like It Matters... Because It Does: Core Leadership Tools That Engage Employees, Attract Talent, and Move Business Forward

Roxana Bahar Hewertson

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From Reader Review Lead Like It Matters... Because It Does: Core Leadership Tools That Engage Employees, Attract Talent, and Move Business Forward for online ebook

Linda Diaz says

More often than not, your boss doesn't factor in the Emotional Intelligence of you or your co-workers. What is even more disconcerting is that your boss doesn't even take into consideration their own Emotional Intelligence. Therefore, if you don't know yourself, how in the world can you lead others! We learn that Emotional Intelligence is even more important to the success of a company than anything. The author emphasizes Emotional Intelligence has having more of an impact than being smart or having the technical skills for the position. Studies mentioned in the book have proven this to be correct. If only more Americans would take notice.

In Chapter 10, I learned about the value of Deep Listening. I have always thought of myself as a good listener, but I must admit that I often interrupt when someone is talking. Deep Listening is about making the person that is talking feel like they are the only one that exists in that moment. If more people were able and willing to do this, then imagine the possibilities. During the Managing "Up" portion, I found myself pondering how evaluating a leader can open hearts and minds. Many leaders don't take kindly to employees giving them constructive feedback. Even though it happens in reverse all the time. A leader who is willing to be open is one who will succeed in life.

What struck me was the following quote in Part I; "The Native Peoples had a great philosophy. They considered seven generations beyond themselves when they made their decisions. "What must we do to ensure that seven generations from today, our people will still survive and thrive?" I have often thought about the next generation, but not seven generations from myself. It is humbling and inspiring to think of protecting the lives of succeeding generations of children. As the exercises in the book tie into each other, so must we as leaders. To not think of just yourself or the here and now, is truly fundamental to the Emotional Intelligence of the peoples that come after us.

I received a free copy of the book in exchange for an honest review.

Darren says

Another day, another business leadership book! This time it is promised that with four key tenets of leadership you can create a ripple effect of positive change and really make a difference.

One key area of leadership – in whatever part of life – is the ability to attract, inspire and well... lead. This book didn't do that for this reviewer, it didn't form that connection that would get you on-board and ready to follow the leader in whatever mission they might have. Different things can work for different people.

It would be wrong to write this book off entirely. It could be best described as a well-performing middle manager, knowledgeable and trustworthy, yet it wasn't a charismatic, enthused, focussed leader. Some of the analytical exercises are quite good, it forces you to reconsider the how and why of leadership and it didn't need to resort to hyperbole and unrealistic promises that you will be the next global CEO within 21 days.

Maybe it delivers what it says on the tin, maybe it is a good additional resource but it just isn't necessarily that extra "little something" that true leaders seem to just have in spades.

Some of the parts are quite thought-provoking, such as this in the introduction: "You would not let a surgeon operate without her proving that she had the necessary skill set to preserve human life. Yet, even though we know that leaders have a significant impact on people's lives and well being, we allow them to operate in their sphere of influence without having to prove that they have the skill set or the integrity to lead anyone anywhere." That's right on the money. Text like this is why it is difficult to slate the book and why, at least to this reviewer, whilst it is not an alpha-male leader, it is still a good secondary level executive you might want on your team. Just manage your expectations accordingly and if you form that connection with it then you've got a bonus, a great deal and yet for the rest of us it is still a good performer and part of the team.

The book is reasonably priced. You will pick up a fair bit of knowledge, but as to whether it will be a revolution rather than an evolution...?

Lead Like it Matters...Because it Does, written by Roxi Bahar Hewertson and published by McGraw-Hill Professional. ISBN 9780071833028, 224 pages. YYYY

Katie says

Lead Like it Matters works to provide leaders with great skills. Hewertson explains how many times people without strong leadership skills end up in positions of power over others, leading to less motivated or informed workers, which results in wasted time and money for businesses. Hewertson believes that most people do not intend to create such unpleasant workplaces, but they do not know how to lead well. The book focuses on developing a strong set of skills and an appropriate outlook, which can help all people become better and effective leaders. I like that the process helps to grow your own strengths and gives you a real set of goals to work toward. I also liked that this book takes a holistic look at leading, and really helps to overhaul your entire outlook. For people really looking for a positive change, and for real advice on what it means to lead, this is a really great resource.

I received a free copy of the book in exchange for an honest review.

Jane says

Lead Like It Matters: Because it Does by Roxi Bahar Hewertson

This is a rare book. I don't mean rare because it's part of an ancient collection shelved in a museum. I mean it's a book rarely found today that covers the topic of leadership so comprehensively as this book does. On the cover of the book is this quote "...like having a personal executive coach in your pocket." – Professor Lee Dyer, ILR School, Cornell University. I'm vouching for Professor Dyer right now. Lead Like It Matters: Because It Does, covers a broad spectrum of leadership styles, roles, responsibilities, effectiveness, delegation, team dynamics, and culture.

The author, Roxi Bahar Hewertson, begins the book with eight leadership insights. She acknowledges such things as Leading People is Messy, Learning Soft Skills is Hard, Leading is All About Relationship, and

Leaders Create and Destroy Cultures. There are other insights, but based on those alone, the book is definitely worth the read.

Remember I mentioned that this book could be your designated executive coach? There are many indicators that this book could be the key to self-coaching and even more than that, it can guide you through the mastery of leadership. The workbook style format invites you to study, assess, and apply what you've learned in each section by performing a relevant activity or answering a series of introspective questions. Through these exercises, you become aware of present state, where you are now, identify your mission, then formulate a vision for you and your team. That is only the beginning though. This book will pique your enthusiasm for building a rock solid team from a foundation of purpose, trust, integrity, synergy, loyalty, and relationship. You will love the C.A.T. Scan developed by the author to diagnose the characteristics of your organization. The Culture Analysis Tool (C.A.T.) will help you develop the culture in your organization to match your values.

Adopting the practical leadership taught through the pages of this book will change you, it will change your team, and ultimately it will change your organization. I highly recommend it as you consider making 2015 the year to Lead Like it Matters: Because it Does.

I was given a copy of this book.

Charles says

There is an old adage about how the real work doesn't begin until one achieves a high level position. Memoirs are full of reports by people that were successful about how they worked hard to achieve a position only to discover that to do it well they had to work even harder. Everyone has a need for sound advice from someone that will speak freely and honestly. That is why many of the most successful executives willingly subject themselves to coaching from others, often at great expense. If they are willing to accept the coaching and it is done well, it is still a bargain.

Using that criterion, this book is also a bargain, for the reader willing to pay attention and practice what Hewertson delivers will receive a significant ROI for their money and effort. The problem with poor leadership is not a dearth of knowledge about quality leadership but the unwillingness of people to make the personal and professional changes needed for success. Furthermore, there is a negative relationship in the sense that the people most in need of the changes are often those least willing to acknowledge and act on that need.

Hewertson puts down a series of simple and actionable exercises that people at all levels of organizations can understand and work on implementing, even if they don't have the final authority. My favorite part and one that the majority of readers will agree with is the section on reducing the number of meetings as well as the count that attend. There is no question that reducing meetings that are redundant, unnecessary or too long is the lowest hanging fruit in the goal of increasing efficiency. Hewertson performs some simple and easy to understand calculations demonstrating how much even a moderately unnecessary meeting can cost.

The information needed to ramp up the efficiency of your organization and the effectiveness of your leadership is found in this book, the question is whether you as a leader are willing to implement it. As is the case with so many things in life, the first thing is to read it and the second is to find the courage to act on it. After that, the rest is easy for nothing matters more than success.

This book was received for free for review purposes and this review appears on Amazon

