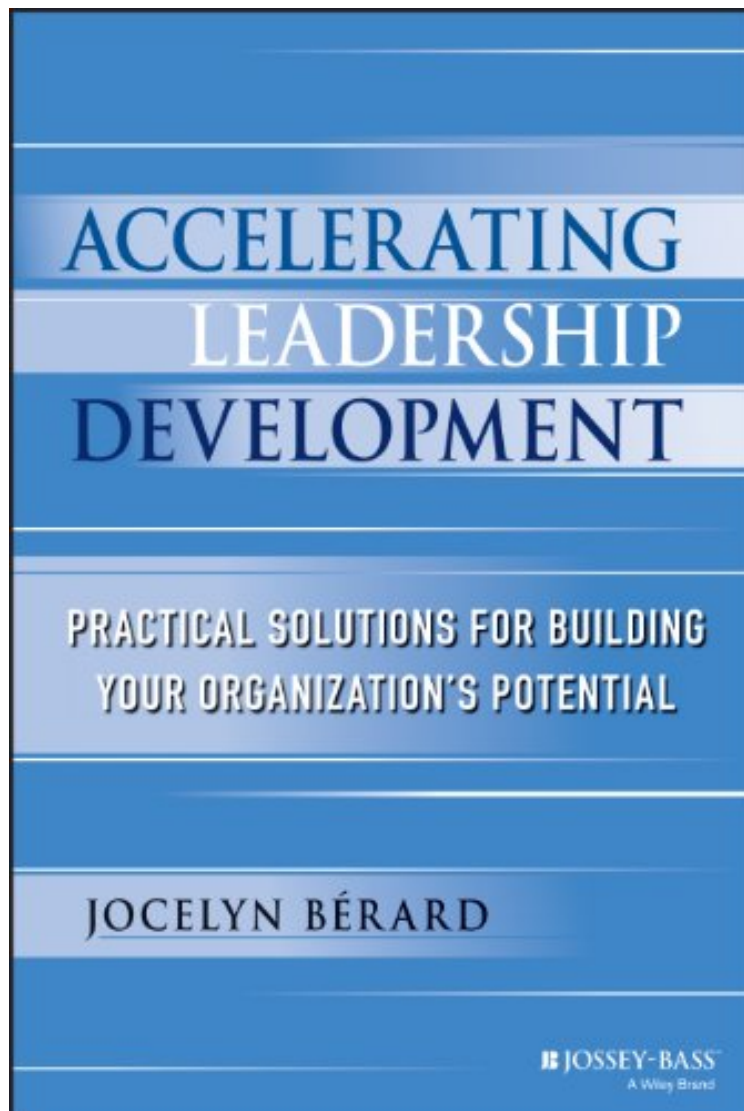


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Accelerating Leadership Development: Practical Solutions for Building Your Organization's Potential

Jocelyn Berard

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Jocelyn Berard : Accelerating Leadership Development: Practical Solutions for Building Your Organization's Potential before purchasing it in order to gage whether or not it would be worth my time, and all praised Accelerating Leadership Development: Practical Solutions for Building Your Organization's Potential:

1 of 1 people found the following review helpful. A Comprehensive and Practical Guide to Leadership DevelopmentBy Phil BuckleyJocelyn Beacute;rard provides a comprehensive and practical framework for speeding up

leadership development in any organization. He does this in three parts: Leadership and Succession; what it takes to be an effective leader, how to identify those with leadership potential and how to create a succession plan; Leadership in Action; important leadership competencies (and behaviors) including coaching, motivation, communication, delegation and influencing others; and Leadership Best Practices; ways for leaders to cascade down strategy, align their teams, manage personal transitions, employ performance management and embracing contemporary learning approaches. Accelerating Leadership Development is a good read. It includes many insights, both from the author's experience and research sources cited in the engaging "What the Experts Say" section at the end of each chapter. For example, self-awareness becomes more challenging the more senior you are because people are less likely to challenge your direction and behaviors. Berard offers advice on how to address this challenge. I am glad I read the hard cover version because I underlined many passages and made frequent annotations. This is a guide that is easily reflected on and applied to your leadership development needs. Some of the topics I noted most were the importance of structured practice in developing skills, leading virtual teams and contemporary development approaches. This book is written with an eye on the future. Accelerating Leadership Development includes diverse viewpoints, from Marshall Goldsmith to Andy Warhol, which grounds the points in novel ways. Also, concepts and approaches are communicated through interesting stories and day-to-day analogies, adding spice to the content. This book is an excellent resource for anyone who needs to develop leaders. I would also recommend it to a leader who wants to build his or her competencies, knowledge, experience and personal traits. The framework could be an effective accelerated development plan for personal growth and success. Phil Buckley of 1 people found the following review helpful. A Solid Playbook to Enhance Your Organization's Leadership Development Practices By Dan Pontefract Jocelyn is Vice-President Leadership and Business Solutions, International at Global Knowledge and this particular book is part Global Knowledge insight and part storytelling of Jocelyn. Drawing upon interactions, interviews and research with clients, alongside Jocelyn's expertise and experience from his multifaceted career, the book aims to solve the riddle of actually developing leaders into high performing (and high potential) employees of tomorrow. The book begins with something called the Business Performance Framework -- a model that effectively grounds the reader into the book's three main parts: leadership and succession, leadership in action and leadership best practices. The book is deep, running 291 pages, and it doesn't skim on thoughts and opinions of leaders across many different verticals whether it's Jack Kitts, CEO of The Ottawa Hospital, Colleen Johnston, CFO at TD Bank, or John Duncan, HR Director at Royal Mail. My favourite model was the Priority Quadrant from Chapter 12 which was built to help leaders determine "whether a particular task is urgent or important" through the quadrants of eliminate, delegate, plan to do (or delegate) and do. It was simple and something I plan on using personally going forward. Accelerating Leadership Development is a guide more than it's a book, something you can refer to several times. You may want to utilize it in your organization's leadership development programs if you're interested in changing the way you actually are developing leaders. In an interesting bit of author trivia, Jocelyn and I also shared the same publisher and editor in my own book, Flat Army: Creating a Connected and Engaged Organization of 1 people found the following review helpful. A very good overview of the practice and science of Leadership Development. By Sandro Iannicca A very good and very ambitious overview of the practice and science of Leadership Development. Berard covers off all the critical content areas beginning with the Leadership Success Profile, through diagnostic assessment, prescribing development solutions, tracking of progress and even including the key content areas to consider when developing current and future leaders. As with any book written by the head of a consulting organization, there is the expected company promotion, but Berard keeps it to a manageable level and shares a great deal of insight through his pragmatic accounting of real situations and client engagements. The "What the Experts Say" section at the end of every chapter is great for those who want to understand the science underpinning his views, but can be a bit too academic at times and seem more geared to a graduate school audience. If so inclined, you can comfortably accept the author's advice and skip that section and still get a great deal out of this book. Overall, a very good read for those who want to get up to speed on the state of the art and practice in leadership development as well as some very pragmatic advice on how to accelerate the leadership development process, which is the author's ultimate goal.

Proven strategies and innovative solutions for developing and retaining successful leaders Many organizations today are facing a crisis of leadership. As the Baby Boomer generation exits the workforce, companies are struggling to find qualified leaders to fill critical roles. Accelerating Leadership Development offers solutions for leadership development, management, and retention from award-winning development firm Global Knowledge. Accelerating Leadership Development provides a proven model to help companies develop high-potential employees with the competencies and knowledge capital to assume critical roles successfully. It includes practical and rigorous tools that enable organizations to identify targets and predict those targets' success with six measurable factors. With this proven development system, companies can develop a pipeline of ready leaders with high levels of engagement and retention. Features actionable, effective principles and strategies for leadership development using a results-oriented framework Chapters address communication and delegation strategies, effective feedback models, shifting of

responsibility and accountability to direct reports, and contemporary coaching and development approaches. Based on in-depth research and client interactions from one of the most prominent names in workforce development, for any business that experiences a leadership failure or a lack of qualified leaders for vital positions, the consequences can be devastating. This practical and effective guide to leadership development offers real solutions for long-term excellence.

From the Inside Flap The cold, harsh reality of business today is that there are too few leaders across all functions of an organization. While good corporate governance can raise the flag, the organization itself is at risk by not having strategies and initiatives at hand to develop its high-potential employees. The greatest challenge facing any organization lies in identifying, developing and retaining great leaders. In addition, the stakes have been raised by the pending demographic tsunami in the form of aging boomers and the different drivers and demands of the generations coming after them. What leaders, aspiring leaders and HR professionals require is a straightforward, practical and useable guide about how to ensure that the leadership talent pipeline is filled and maintained. *Accelerating Leadership Development* provides a model to assist companies to develop high-potential employees to assume critical roles and develop competencies, intellectual and knowledge capital. It also presents practical and rigorous tools and practices that enable organizations to identify high-potential employees and presents the six factors that can predict the success of future leaders. Once identified, the organization needs to prepare them to lead by developing their strengths and addressing their development needs. Development solutions are presented as well as follow-up procedures to ensure activities are executed and results are achieved. The measures of success are a steady source of ready leaders, engagement and retention of high-potential people, and the development of intellectual capital. But processes and engaged HR professionals are only part of the solution. What of the high-potential people themselves? Leadership is an opportunity and a challenge. *Accelerating Leadership Development* offers a unique set of strategies and initiatives to enable leaders to build capacity and confidence in their ability to perform. Within a results-oriented framework, the book addresses communication and delegation strategies; useful feedback models; how to shift responsibility and accountability to direct reports; contemporary coaching and development approaches; the role of performance management; and onboarding as an essential business practice. The ideas and concepts in *Accelerating Leadership Development* are built on research and client experience, and the many examples illustrate the essential connections between business strategy and leadership development.

From the Back Cover From the Introduction Organizations need to recognize that they are engaged every day in a war for talent. Leaders and HR professionals from rival companies both known and unknown are attempting to hang on to their high-potential employees and attract all that they can from others, including yours. "People who are very talented can always find opportunities," says Global Knowledge president and CEO Brian Branson. "So it is important to make sure that we as leaders in our organizations are not only trying to attract the right talent but making sure that we have the right opportunities and support infrastructure to retain that talent." What I have found in two decades spent consulting with companies in North America and Europe on leadership development and succession management is there is a need for a book that lays out in a practical, step-by-step fashion all the tools, strategies and research that leaders and HR professionals need to accelerate leadership development within organizations. That's what this book is all about: speeding up the process of leadership development. It's a multi-step approach in which organizations identify talent gaps, determine leadership requirements, select next-generation talent, train them, ensure their development and give them the tools they need to succeed. The book is peppered with interviews of executives and academic thought leaders from North America and Europe who share their expertise and experience on the key themes of the book: finding and nurturing leadership talent, ensuring their future development and making the necessary changes to create first-class organizations.

About the Author Jocelyn Beacut is Vice-President Leadership and Business Solutions, International, for Global Knowledge. He has worked in the leadership and talent management field for 25 years, with clients in the US, Canada, Europe and Asia. His business unit at Global Knowledge focuses on research and intervention initiatives with organizations to develop their leaders and improve their talent management. A sought-after speaker, Beacut has presented at numerous HR associations in Canada, Europe and the US, including CSTD, HRP, CRHA, and SHRM, and is a frequent speaker at Global Knowledge Executive Speaker Series events. Global Knowledge is an award-winning global organization known for its strategic solutions with a very strong focus on people development. The company is one of the world's largest learning and development firms with training centers around the world.