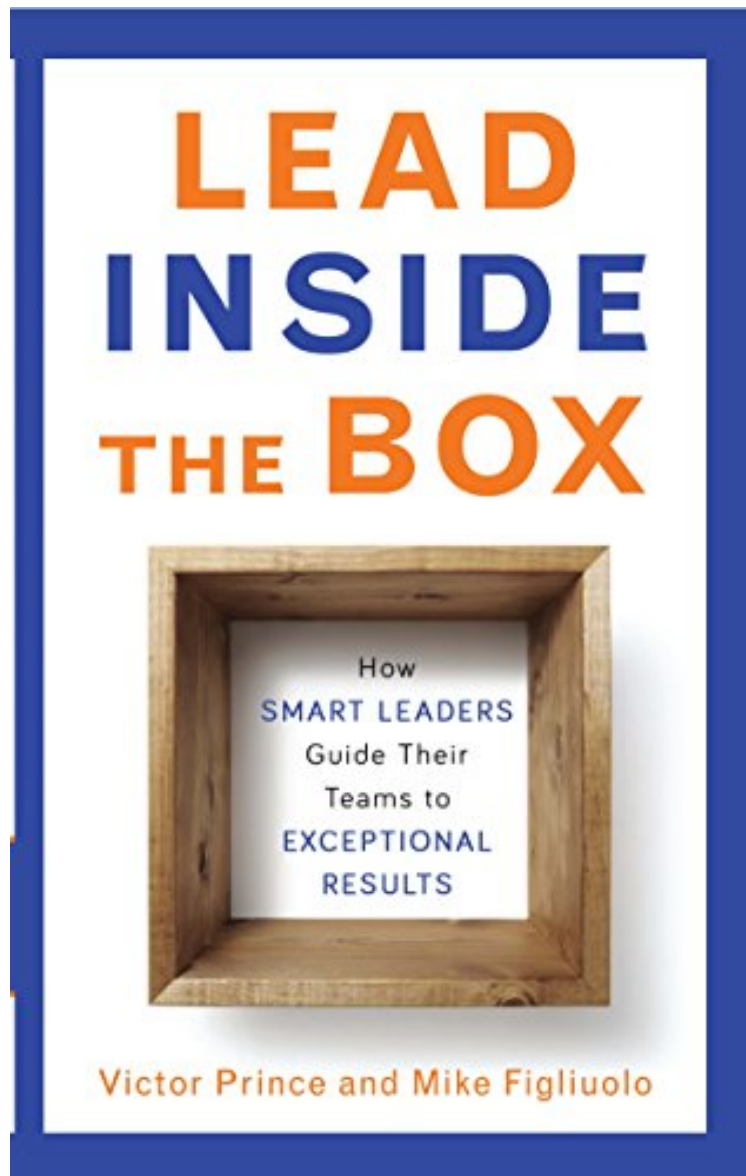


[Library ebook] Lead Inside the Box

Lead Inside the Box

Mike Figliuolo, Victor Prince

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Mike Figliuolo, Victor Prince : Lead Inside the Box before purchasing it in order to gauge whether or not it would be worth my time, and all praised Lead Inside the Box:

3 of 3 people found the following review helpful. Lead Inside the Box Offers Pragmatic Approaches to Talent Development By Lori E. Ermi Another winner from Mike Figliuolo. I just love his first book One Piece of Paper, so I couldn't wait to get my copy of Lead Inside the Box. The title had me very curious as I know Mike as an "out of the box" kind of leader. What is offered is a pragmatic and effective approach of The Leadership Matrix. It's not just

another 4-box model that we've seen before, it is a strategic tool to help you measure the output of your team members and the investment you are making in them (input or leadership capital.) Mike and co-author Victor Prince then provide 12 leadership services, or competencies, that we can then really analyze our team members and how they are performing compared to what we are investing. This will be a must-read for any leader looking to conduct a talent review for high potential development (exemplars.) They offer a frank vernacular to differentiate the various players on your team. "Steamroller" and "Squeaky Wheels" or high-cost producers are those team members that can be disruptive, yet deliver their results. Their behavior invariably causes casualties on a high-performing team, and this book offers excellent coaching advice on how to approach them. I will be sure to order several copies and offer them to my coaching clients.

1 of 1 people found the following review helpful. Confidence to Take Action By Bob Bates As a huge fan of Mike's book, One Piece of Paper, I was sure that his second book - Lead Inside the Box - would be great. I was not disappointed. Lead Inside the Box has become a foundational tool in my executive coaching practice. All leaders who are looking to better manage their leadership capital spend will benefit from this book. In my experience (both as a leader at a Fortune 100 company and as an executive coach), it's easy to get caught up in the day-to-day activities and increasing demands on our over-scheduled lives. By taking a step back and reflecting on where your time is being spent, the most important things are often the last on your to-do list. This book provides straightforward, concrete ideas on how to better use your leadership investment in a way that pays the most dividends. Lead Inside the Box is agnostic in the sense that it can work with any performance management system in place at a company. It simply adds a new frame when looking at your team's performance and how you can be more effective in getting the most of your precious resources. I've also found that this framework gives leaders the confidence to take action on issues with lower performers. Figliuolo shares ways to lead more productive discussions even in the most difficult of employee situations. And, these strategies can be used motivating high performers in ways to keep them engaged. The characters in "the box" are recognizable to any experienced leader. In my coaching work, I have my clients read Lead Inside the Box and complete the short assessment. Doing so provides a quick way to get the lay of the land and start the process of tailoring our work together. Just like my experience using One Piece of Paper, a leader will find this book incredibly powerful and actionable.

1 of 1 people found the following review helpful. Practical guide to leading teams and individuals better By Benjamin Ancheta, Jr. Lead Inside the Box is a practical guide to leading. Prince and Figliuolo start with a number of key premises that make the book extremely useful for anyone who wants to be an effective leader.

- 1) A leader's job is to help people move to a position of improved performance and higher satisfaction
- 2) A leader must lead based on the team member's needs, not the leader's own needs
- 3) A leader's scarcest resource is the time and energy available to invest in leading the team - leadership capital - and should be allocated strategically

The greatest value is that Prince and Figliuolo describe a simple but powerful framework (the Leadership Matrix) to categorize employees based on their needs, and then provides leadership strategies for each category. As I read it, I found myself naturally placing my people into categories, and thinking through how I could lead each of them better based on the recommended strategies. If you are looking for a tool that will help you become a better leader, read this book!

Every employee is different, but unfortunately many leaders use a one-size-fits-all approach to leading. In doing so, these otherwise well-intentioned leaders are working harder than they should while not getting all they could out of their teams. Lead Inside the Box gives leaders a way to get the best out of their teams by focusing their energy where it will make the biggest difference. It teaches leaders how to:

- Figure out where they are currently investing their time and energy across their teams
- Identify the unique leadership needs of each team member
- Make smarter decisions about how and where to invest their time and energy to get the best results out of everyone

Through simple frameworks brought to life with stories from the trenches, leaders will be able to see their own teams—and themselves—from a new perspective. Paradoxically these methods will enable leaders to improve their team's performance exponentially while expending half the effort.

"Lead Inside the Box provides cogent advice about exactly how to lead from the middle (as well as the top) in ways that enable managers to make good things happen and help the organization prosper. The book contains workable models coupled with incisive questions that will help leaders figure things out for themselves and their teams. With research to back up their findings, Figliuolo and Prince's Lead Inside the Box is a resource everyone in leadership will want on their bookshelves." --John Baldoni, Leadership expert and author of MOXIE: The Secret to Bold and Gutsy Leadership

"This book provides simple tools to not only assess team members, but also guide them to be better contributors. The authors' rich experiences and examples convey the effectiveness of their easy-to-follow methods." --Connie Tipton, President CEO, International Dairy Foods Assoc. "Leaders are consistently asked to do more with less. This book provides a simple, effective construct for more efficiently spending time and energy to get significantly better results. It provides a realistic approach for being a better leader." --Sean Huffman, President, OhioHealth Neighborhood Care

"Victor Prince's and Mike Figliuolo's real-world experiences fill the pages of Lead Inside the Box and their perspectives will immediately help you lead your team more effectively." --Paul Smith, author of

Lead With a Story "Lead Inside the Box is a must-read for leaders at any level. The concept of optimally investing your 'leadership capital' to get the best results from your team is a differentiator between good and great leaders. The practical and simple methods in this book will help you make much wiser investments and get better results." --Jim Hinrichs, CFO, CareFusion"Finally, a leadership book that cuts through all of the noise. In times when leaders have to do more with less, this book gives you the tools to elevate your people to new levels of success. This book needs to be on every leader's desk!"--Andrea Procaccino, Chief Learning Officer, NewYork-Presbyterian Hospital"I've seen many overly-complicated leadership models in my career. Lead Inside the Box breaks that mold and provides leaders something simple yet practical that they can use every day to improve team performance." --Mark Naidicz, VP, Human Resources Employee Relations, AbbVie"If you want to find new approaches to leading your team, this framework that will enable you to do exactly that. The guidance is practical and can be applied to challenges you face every day. My experience leading teams across the globe tells me that this book would have helped me from the beginning to be a better leader. With all the pressures leaders face, we must find new ways to lead our teams more effectively. This is a great fundamental read for every leader no matter what level you are at."--Rob Miller, Divisional VP, RD and Scientific Medical Affairs, Abbott Nutrition"I strongly recommend Lead Inside the Box for leaders at all levels. It provides practical and simple guidance for how to better spend your time and energy to get better results from your team while improving your relationship with them at the same time."--Robert J. Herbold, Chief Operating Officer (retired), Microsoft Corporation"WOW! Mike Figliuolo does it again. Lead Inside the Box takes a complex topic--prioritizing leadership effort to maximize productivity--and makes it both approachable and manageable. This book provides a strategic matrix and immediate tools to use your 'leadership capital' for maximum team success. What are you waiting for? Buy this book, apply the concepts, and lead smarter."--Joseph Michelli, customer experience consultant and #1 New York Times best-selling author of Leading the Starbucks Way, The Zappos Experience, and The New Gold Standard"Refreshingly pragmatic, authors Victor Prince and Mike Figliuolo offer a simple yet powerful everyday framework for more effectively leading people and getting better results."--Ethan Bernstein, professor of Leadership Organizational Behavior, Harvard Business School"Lead Inside the Box is a new, thought-provoking take on the age-old question of how to effectively lead people at work. It combines a clever framework with great stories to drive its points home. I highly recommend it for anyone who leads a team, or who wants to lead a team some day."--David K. Lenhardt, former president and CEO of PetSmart, Inc."Anyone who leads a team owes it to themselves, and their team, to read Lead Inside the Box. It lays out a simple, powerful roadmap for leaders to help everyone on their team get better results."--Dan Tangherlini, former administrator of the U.S. General Services Administration

From the Author

The Leadership Matrix is the key to the book. Within the matrix, you'll find the 8 common team member performance patterns. That's the key to leading your team more efficiently and effectively. [CLICK HERE](#) to assess your team on the Leadership Matrix

About the Author

Victor Prince was the chief operating officer of the Consumer Financial Protection Bureau where he helped build a new federal agency and led a division of hundreds of people. As a consultant with Bain Company, he helped clients across the United States and Europe develop successful business strategies. He is currently a consultant and speaker who teaches strategy and leadership skills to clients around the world.

Mike Figliuolo is the founder and managing director of thoughtLEADERS, LLC, a leadership development and training firm. He's also the author of One Piece of Paper: The Simple Approach to Powerful, Personal Leadership. He was a consultant with McKinsey Company and also had several executive roles at Capital One Financial and Scotts Miracle-Gro. He was an honor graduate from West Point and served in the US Army.