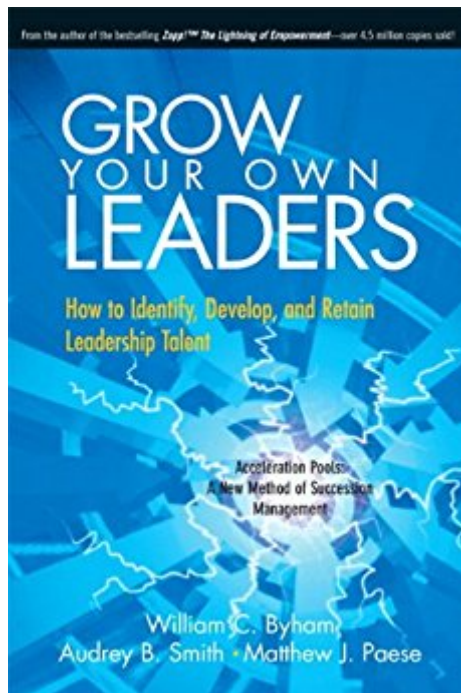


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# Grow Your Own Leaders: How To Identify, Develop, And Retain Leadership Talent



## Synopsis

Today's enterprises face a profound leadership crisis - and the speed of business has far outstripped conventional executive development systems. In *Grow Your Own Leaders*, three world-renowned experts introduce an entirely new approach for identifying tomorrow's leaders within your own organization, accelerating their development, and deploying them immediately, to address new challenges wherever they emerge.

## Book Information

File Size: 6691 KB

Print Length: 416 pages

Simultaneous Device Usage: Up to 5 simultaneous devices, per publisher limits

Publisher: Pearson FT Press; 1 edition (February 19, 2002)

Publication Date: February 19, 2002

Sold by: Digital Services LLC

Language: English

ASIN: B000P28VCW

Text-to-Speech: Enabled

X-Ray: Not Enabled

Word Wise: Enabled

Lending: Not Enabled

Enhanced Typesetting: Enabled

Best Sellers Rank: #976,021 Paid in Kindle Store (See Top 100 Paid in Kindle Store) #70

in Kindle Store > Kindle eBooks > Children's eBooks > Education & Reference > Money & Saving

#191 in Books > Business & Money > Processes & Infrastructure > Research & Development

#500 in Books > Children's Books > Education & Reference > Money & Saving

## Customer Reviews

The authors describe a Development Dimensions International approach to leadership development called "acceleration pools." Their book "is designed to help you understand and implement systems that will identify talent and develop the high-potential people your organization needs to grow and prosper." (p. vii). This is the preferred alternative to the revolving door of expensive executives hired from outside to effect miraculous change. The book makes its case for acceleration pools in five sections. The first section argues that organizations should develop their internal leadership "bench strength" and suggests how to identify high potential leaders and provide them with growth

opportunities. The argument is strengthened by several cases studies and identification of organizational culture factors that contribute to the success of acceleration pools. Part Two contains a single chapter with advice about identifying high potential participants. Most of this advice is in the form of general strategies for identifying participants, such as optimizing the size of the pool and considering morale effects of various inclusion and exclusion techniques. It would be a stronger if it included more about competencies and how to assess them accurately to select the best acceleration pool members. Part Three discusses how to diagnose the strengths and weaknesses--seen as developmental needs--of acceleration pool members. This section does discuss specific competencies and how to assess their mastery. There is also an insightful discussion of the "derailers," such as arrogance, avoidance, and perfectionism, that impede employee development. Part Four may be the book's most useful section. It describes specific strategies for developing leaders.

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