



Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box)

By Ram Charan

Download now

Read Online 

Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan

A serious crisis looms in American management today. More and more CEOs are failing; there remains an acute shortage of capable replacements. The true dilemma in leadership is the stagnant state of corporate leadership development. Because companies fail to hone their unit manager's leadership abilities, they are unable to fill their succession pipelines. With unit managers stagnating, companies have difficulty executing at every level, compounding the crisis.

In this audiobook, bestselling author Ram Charan shows how top companies approach leadership development as a core competency, recognizing that an adaptable leadership pool is a competitive advantage, and focusing their attention on bringing out the best in the leaders they have.

Charan reveals exactly what's wrong with corporate leadership development and tells listeners how to make it right. He explains the concept of a leadership "gene pool" and shows how companies can discover just what "DNA" they need to succeed. He also details how to uncover the hidden leaders in a company, when and where to bring in fresh talent, how to coach, measure, reward leadership, and much more. This is a perfect guide for CEOs, directors, and anyone involved in leadership development.

 [Download Leaders At All Levels: Deepening Your Talent Pool ...pdf](#)

 [Read Online Leaders At All Levels: Deepening Your Talent Poo ...pdf](#)

Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box)

By Ram Charan

Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan

A serious crisis looms in American management today. More and more CEOs are failing; there remains an acute shortage of capable replacements. The true dilemma in leadership is the stagnant state of corporate leadership development. Because companies fail to hone their unit manager's leadership abilities, they are unable to fill their succession pipelines. With unit managers stagnating, companies have difficulty executing at every level, compounding the crisis.

In this audiobook, bestselling author Ram Charan shows how top companies approach leadership development as a core competency, recognizing that an adaptable leadership pool is a competitive advantage, and focusing their attention on bringing out the best in the leaders they have.

Charan reveals exactly what's wrong with corporate leadership development and tells listeners how to make it right. He explains the concept of a leadership "gene pool" and shows how companies can discover just what "DNA" they need to succeed. He also details how to uncover the hidden leaders in a company, when and where to bring in fresh talent, how to coach, measure, reward leadership, and much more. This is a perfect guide for CEOs, directors, and anyone involved in leadership development.

Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan Bibliography

- Sales Rank: #297031 in Books
- Brand: Brand: Your Coach Digital
- Published on: 2008-01-02
- Formats: Audiobook, CD, Unabridged
- Original language: English
- Number of items: 5
- Dimensions: 5.25" h x .75" w x 5.75" l, .33 pounds
- Running time: 360 minutes
- Binding: Audio CD

 [Download Leaders At All Levels: Deepening Your Talent Pool ...pdf](#)

 [Read Online Leaders At All Levels: Deepening Your Talent Poo ...pdf](#)

Download and Read Free Online Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan

Editorial Review

Review

"...cool-headed guide on how to identify and retain leaders and to get succession right". (*Securities & Investment Review*, April 2008)

From the Inside Flap

Leaders at All Levels

"Crisis may be an overused word, but it's a fair description of the state of leadership in today's corporations. CEOs are failing sooner, and falling harder, leaving companies in turmoil. At all levels, companies are short on the quantity and quality of leaders they need."—From the Introduction

In *Leaders at All Levels*, Ram Charan addresses a pressing problem—a shortfall of leaders prepared to face today's complex business challenges. When so many companies struggle to find successors for their top jobs, and when so many leaders rise to the top only to fail shortly after getting there, you know there's something wrong with our leadership development practices.

In this book, Ram Charan presents a radical and controversial remedy for the crisis in leadership: the Apprenticeship Model. This new approach to succession and to leadership development makes it a hands-on activity for leaders and their bosses. People with the talent for leadership get stiff challenges hand-picked for them. Their bosses play a crucial role in accelerating their development. HR gets a new job, as trustee of the Apprenticeship system. Leaders at all levels develop faster and better, and boards have better choices when it comes time to choose the next CEO.

New but not untested, this approach works because it is based on Charan's keen insights into how great business leaders actually develop. Having worked closely with many successful leaders over several decades, Charan concluded that:

- Leaders are different from other people
- Leaders develop their talent through practice and self-correction

Filled with down-to-earth advice and real-world examples, *Leaders at All Levels* gives you the tools you need to create an enduring legacy of leadership excellence. It also gives individual leaders a road map for taking charge of their own growth.

From the Back Cover

Praise for Leaders at All Levels

"Ram Charan's wisdom and experience come through in the profound insights that underlie this simple approach to building a better leadership pool. Any company concerned about its bench strength should follow this original and practical approach to developing leaders."

—Chad Holliday, chairman and CEO, DuPont

"Trusted by the cream of corporate leadership worldwide, Ram Charan uniquely blends the human reality of

ultimately having to choose less-than-perfect leaders (a challenge all boards face) with a practical approach, for identifying and nurturing exceptional leaders."—Bob Lane, chairman and CEO, Deere & Company

"Leaders at All Levels is a practical and no-nonsense approach to building the talent pool which will differentiate your organization, now and in the future. Ram has distilled his decades of work with top CEOs and organizations, so the reader doesn't need to reinvent the wheel. It's all about the people."

—John Koster, M.D., president and CEO, Providence Health

"Ram Charan has mentored more leaders than anyone in the last two decades. Leaders at All Levels allows each of us to be his apprentice and to learn from him how to lead and to build leadership. The book is a marvelous mix of insight, experience, and wisdom. It will shape leadership succession for years to come."

—Dave Ulrich, professor, University of Michigan Business School and coauthor of *Why the Bottom Line ISN'T*

"The one single thing that will make or break a company's growth and success today, tomorrow, and the day after that is the quality of leaders it can produce and keep. Ram Charan is without a doubt the go-to person on this subject. This is a must-read."—Bill Conaty, former senior vice president of human resources, General Electric

Users Review

From reader reviews:

Rosa Tarpley:

The book *Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box)* can give more knowledge and information about everything you want. So why must we leave a very important thing like a book *Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box)*? Some of you have a different opinion about guide. But one aim in which book can give many info for us. It is absolutely correct. Right now, try to closer with your book. Knowledge or information that you take for that, you could give for each other; you can share all of these. Book *Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box)* has simple shape however, you know: it has great and big function for you. You can seem the enormous world by open and read a publication. So it is very wonderful.

Kevin Applegate:

This book untitled *Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box)* to be one of several books that will best seller in this year, that is because when you read this publication you can get a lot of benefit onto it. You will easily to buy this book in the book store or you can order it by means of online. The publisher on this book sells the e-book too. It makes you quickly to read this book, since you can read this book in your Mobile phone. So there is no reason for your requirements to past this e-book from your list.

Chris Robins:

Don't be worry for anyone who is afraid that this book will probably filled the space in your house, you can

have it in e-book method, more simple and reachable. This Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) can give you a lot of friends because by you taking a look at this one book you have thing that they don't and make you more like an interesting person. This specific book can be one of one step for you to get success. This publication offer you information that possibly your friend doesn't understand, by knowing more than various other make you to be great people. So , why hesitate? Let us have Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box).

John Jones:

As a student exactly feel bored to be able to reading. If their teacher requested them to go to the library or even make summary for some reserve, they are complained. Just small students that has reading's heart and soul or real their passion. They just do what the educator want, like asked to go to the library. They go to presently there but nothing reading really. Any students feel that reading through is not important, boring and can't see colorful pics on there. Yeah, it is to be complicated. Book is very important for you personally. As we know that on this period of time, many ways to get whatever we really wish for. Likewise word says, many ways to reach Chinese's country. Therefore this Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) can make you experience more interested to read.

Download and Read Online Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan #AGH872CT0X9

Read Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan for online ebook

Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan books to read online.

Online Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan ebook PDF download

Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan Doc

Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan Mobipocket

Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan EPub

AGH872CT0X9: Leaders At All Levels: Deepening Your Talent Pool to Solve the Succession Crisis (Your Coach in a Box) By Ram Charan