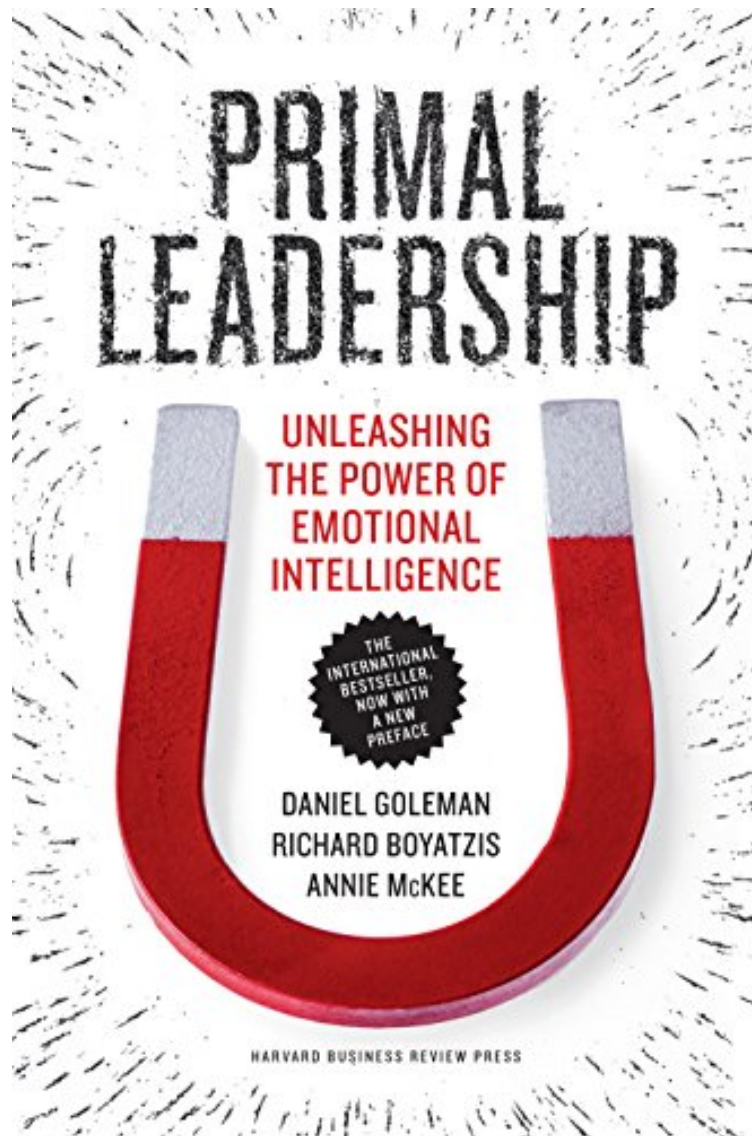


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Primal Leadership, With a New Preface by the Authors: Unleashing the Power of Emotional Intelligence

Daniel Goleman, Richard E. Boyatzis, Annie McKee
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Daniel Goleman, Richard E. Boyatzis, Annie McKee : Primal Leadership, With a New Preface by the Authors: Unleashing the Power of Emotional Intelligence before purchasing it in order to gauge whether or not it would be worth my time, and all praised Primal Leadership, With a New Preface by the Authors: Unleashing the Power of Emotional Intelligence:

1 of 1 people found the following review helpful. Outstanding! By Melissa JMr. Goldman did a fantastic job of delving

into the functions of Emotional Intelligence and how to become an emotionally intelligent leader. This has opened my mind to so many more ideas to be an effective leader, and also has helped me recognize the major flaws from my current leaders. Look forward to implementing these new ideas!

0 of 0 people found the following review helpful. A MUST READ

By DianaIf you want to learn how to get along with others, read them, work with them, deal with them, understand them, handle conflict, then this book is for you. It's a true eye opener. You'll literally "see" yourself others in it and will get a better idea of what makes people tick. You'll gain insight on how to better handle people based on their needs. If you want to get ahead at work or in life in general, get this book.

1 of 1 people found the following review helpful. Common Sense But Not Earth-Shattering

By AnonymousInteresting book with good examples. The beginning was more helpful, but I sped through the vaguer ending. Helpful in terms of studies and statistics of how emotions play into the workplace and our relationships, but it isn't a super hands on book with a lot of examples or suggestions. I'll read more on EI by Daniel Goldman as this didn't quench my thirst.

This is the book that established "emotional intelligence" in the business lexicon—and made it a necessary skill for leaders. Managers and professionals across the globe have embraced *Primal Leadership*, affirming the importance of emotionally intelligent leadership. Its influence has also reached well beyond the business world: the book and its ideas are now used routinely in universities, business and medical schools, and professional training programs, and by a growing legion of professional coaches. This refreshed edition, with a new preface by the authors, vividly illustrates the power—and the necessity—of leadership that is self-aware, empathic, motivating, and collaborative in a world that is ever more economically volatile and technologically complex. It is even timelier now than when it was originally published. From bestselling authors Daniel Goleman, Richard Boyatzis, and Annie McKee, this groundbreaking book remains a must-read for anyone who leads or aspires to lead. Also available in ebook format wherever ebooks are sold.

.com Business leaders who maintain that emotions are best kept out of the work environment do so at their organization's peril. Bestselling author Daniel Goleman's theories on emotional intelligence (EI) have radically altered common understanding of what "being smart" entails, and in *Primal Leadership*, he and his coauthors present the case for cultivating emotionally intelligent leaders. Since the actions of the leader apparently account for up to 70 percent of employees' perception of the climate of their organization, Goleman and his team emphasize the importance of developing what they term "resonant leadership." Focusing on the four domains of emotional intelligence--self-awareness, self-management, social awareness, and relationship management--they explore what contributes to and detracts from resonant leadership, and how the development of these four EI competencies spawns different leadership styles. The best leaders maintain a style repertoire, switching easily between "visionary," "coaching," "affiliative," and "democratic," and making rare use of less effective "pace-setting" and "commanding" styles. The authors' discussion of these methods is informed by research on the workplace climates engendered by the leadership styles of more than 3,870 executives. Indeed, the experiences of leaders in a wide range of work environments lend real-life examples to much of the advice Goleman et al. offer, from developing the motivation to change and creating an improvement plan based on learning rather than performance outcomes, to experimenting with new behaviors and nurturing supportive relationships that encourage change and growth. The book's final section takes the personal process of developing resonant leadership and applies it to the entire organizational culture.

--S. Ketchum

From Publishers Weekly "The fundamental task of leaders... is to prime good feeling in those they lead. That occurs when a leader creates resonance a reservoir of positivity that unleashes the best in people. At its root, then, the primal job of leadership is emotional." So argue Goleman (Emotional Intelligence) and EI (emotional intelligence) experts Boyatzis and McKee. They use the word "primal" not only in its original sense, but also to stress that making employees feel good (i.e., inspired and empowered) is the job a leader should do first. To prove that the need to lead and to respond to leadership is innate, the authors cite numerous biological studies of how people learn and react to situations (e.g., an executive's use of innate self-awareness helps her to be open to criticism). And to demonstrate the importance of emotion to leadership, they note countless examples of different types of leaders in similar situations, and point out that the ones who get their employees emotionally engaged accomplish far more. Perhaps most intriguing is the brief appendix, where the authors compare the importance of IQ and EI in determining a leader's effectiveness. Their conclusion that EI is more important isn't surprising, but their reasoning is. Since one has to be fairly smart to be a senior manager, IQ among top managers doesn't vary widely. However, EI does. Thus, the authors argue, those managers with higher EI will be more successful. (Mar. 11)

Forecast: Goleman already has a legion of fans from his early books on EI. His publisher is banking on his fame; the house has planned a \$250,000 campaign and a 100,000 first printing. Copyright 2002 Cahners Business Information, Inc.

From Library Journal Goleman (Emotional Intelligence) teams with Richard E. Boyatzis (Weatherhead Sch. of Management, Case Western Reserve) and Annie McKee (Management Development Services, North America, Hay Group) to focus on the relationship between Emotional Intelligence (EI) and successful leadership. The authors define EI as handling one's emotions well when dealing with others and go on to describe how EI makes good leaders. Throughout, the authors talk about leaders exhibiting "resonance," defined as bringing out the best in people by being positive about their emotions, and "dissonance," defined as bringing out the worst in people by

undermining their emotions. The book is arranged in three sections, with the first section describing the characteristics of resonant and dissonant leadership as well as the four dimensions of EI, which are self-awareness, self-management, social awareness, and relationship management. This section also describes the different types of leadership styles, such as visionary, coaching, and commanding. The second section outlines the steps one needs to take to become a more positive leader, and the third section discusses how to use these newfound skills to build a better organization. Real-life leadership stories are provided throughout. Recommended for public, corporate, and academic libraries. Stacey Marien, American Univ., Washington, DC Copyright 2001 Reed Business Information, Inc.