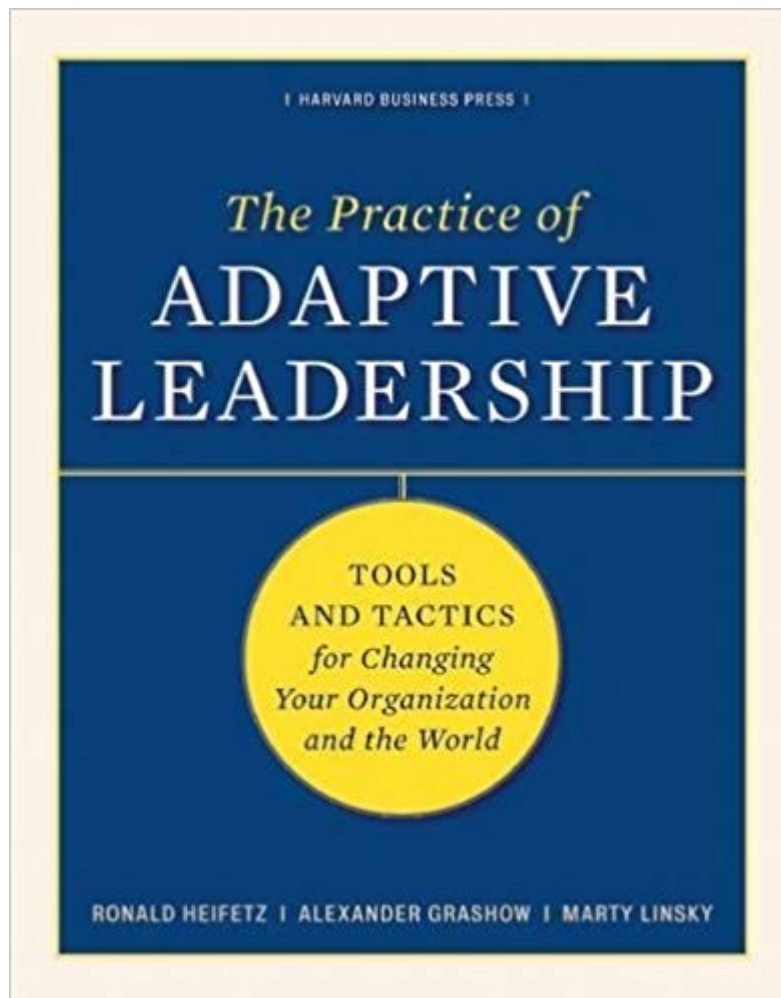




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# The Practice Of Adaptive Leadership: Tools And Tactics For Changing Your Organization And The World



## Synopsis

When change requires you to challenge people's familiar reality, it can be difficult, dangerous work. Whatever the context--whether in the private or the public sector--many will feel threatened as you push through major changes. But as a leader, you need to find a way to make it work. Ron Heifetz first defined this problem with his distinctive theory of adaptive leadership in *Leadership Without Easy Answers*. In a second book, *Leadership on the Line*, Heifetz and coauthor Marty Linsky highlighted the individual and organizational dangers of leading through deep change in business, politics, and community life. Now, Heifetz, Linsky, and coauthor Alexander Grashow are taking the next step: *The Practice of Adaptive Leadership* is a hands-on, practical guide containing stories, tools, diagrams, cases, and worksheets to help you develop your skills as an adaptive leader, able to take people outside their comfort zones and assess and address the toughest challenges. The authors have decades of experience helping people and organizations create cultures of adaptive leadership. In today's rapidly changing world, *The Practice of Adaptive Leadership* can be your handbook to meeting the demands of leadership in the midst of complexity.

## Book Information

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## Customer Reviews

Ron Heifetz and Marty Linsky are cofounders and Principals of Cambridge Leadership Associates and authors of previous books on adaptive leadership, with over fifty years of teaching and leadership consulting experience between them. Alexander Grashow is Cambridge Leadership Associates Director of Consulting Practice and has extensive experience as a leadership consultant, teacher, and trainer.

I am managing an organisational reframing process. Had I read this book before, I would not have made the mistakes I made. However, having studied this book, gave me some comfort, as it helped me to realise why I made the mistakes I made and how to go about crafting a change process. From personality issues to be mindful of, to practical tools to master to be an adaptive leader, this is the best book I have ever read thus far. It is an empowering reading! I strongly recommend it for those who aspire a leadership position mostly for those who are planning to run a change both in personal and professional life. By the way, I bought the other book of the same authors Leadership on the line.

Experiment with Leadership by reading Adaptive Leadership. It's a necessary read if you are serious about your practising of leadership and your role as a leader. It's a thorough overview of what you do to develop your leadership - approaching all aspects of your leadership with a reflective and experimental process. I have a hard copy and use this soft copy for quick references.

This book has nearly every tool you need to help create lasting change in your organization, no matter the level of official leadership position you hold. It is both theoretical and practical, and it is born out of the many experiences the authors have had with their clients. Just about everything in this book has been helpful or affirming to me in my areas of leadership. It is a must read for anyone trying to effect change in their organization and themselves.

Great book; I used this for one of my masters leadership classes. Great book for learning about how to lead during organizational changes.

This is an excellent book. It confirms a basic thesis I have been carrying around with me; the world has massively changed. No longer can we trust technical solutions to fix technical challenges. Most everything we do, going forward, requires adaptive leadership. This is the book leaders of every industry and field will turn to for a couple of decades as they continue to lead others well.

I decided to read this book after hearing the author interviewed on NPR. I was struck by the story of a former student of Heifetz's who, as Prime Minister of Greece, led an effort to help people in neighbouring Turkey by starting a blood drive. The book is not only about how to assess an organization, but also reminds one that the leader's job is not only to manage, but sometimes to transform the life of an organization. It's one of the few leadership books I've read that understands

that financial success is not the only measure of an organization's (or a leader's) value. I didn't expect to be inspired by it, but I have been.

Brilliant scholarship. I wish this had been available before I pastored my first church. This should be required reading for anyone who is entering her/his first solo pastor position, as well as for anyone mentoring new pastors.

The imagery of looking at something - an issue, problem, challenge, etc. from a dance floor or balcony perspective is something that will continue to shape my ministry.

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