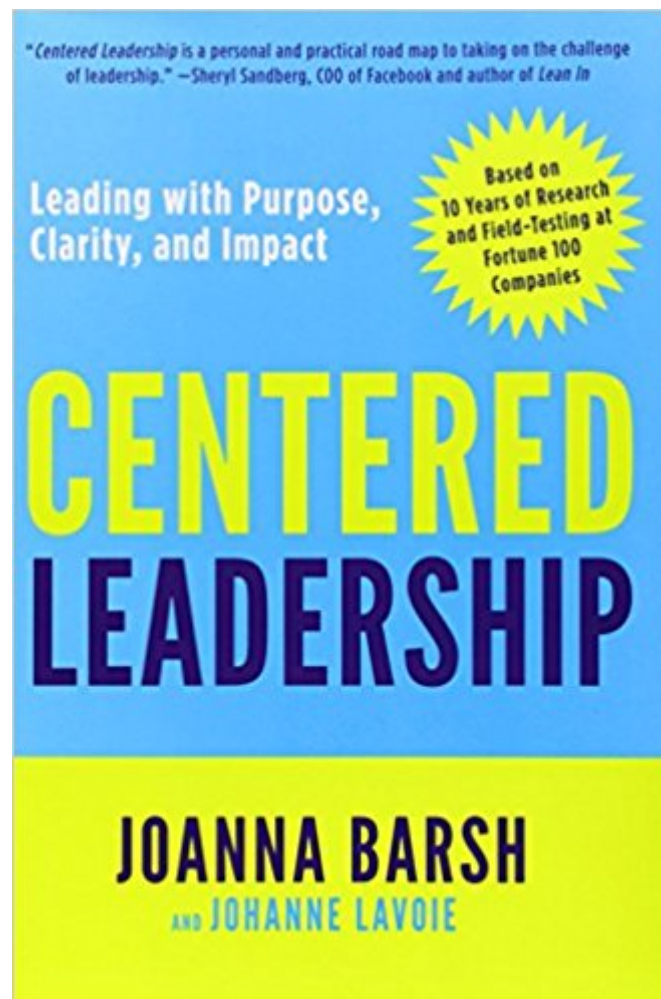




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# Centered Leadership: Leading With Purpose, Clarity, And Impact



## Synopsis

What enables some talented people to rise to the top and live their full ambitions at work and in life, while others stop short? In 2007, Joanna Barsh led a team at McKinsey & Company to answer that very question. In the process, they uncovered what distinguishes leaders who are successful from those who achieve true greatness, developing an approach called Centered Leadership. They drew on research from across the academic fields of leadership, organization behavior, neuroscience, evolutionary psychology and positive psychology. In addition, Barsh interviewed over 160 leaders from many fields – including business, government and the arts – and from many countries. With quantitative research, the team learned that these leaders have mastered practices to find their balance in the midst of chaos and lead from their most resourceful selves, unleashing the potential of others. In 2009, Johanne Lavoie joined to lead development of programs that help executives build these capabilities. Their research and development work continues as more and more leaders experience Centered Leadership. In the business bestseller, *How Remarkable Women Lead*, Barsh described Centered Leadership's five capabilities and the research that underpins it. Here, with colleague Johanne Lavoie, Barsh provides a practical, actionable field guide for implementation. In *Centered Leadership*, Barsh and Lavoie will guide you through the Centered Leadership program. You'll find the interactive tools, exercises, and practices that have helped the men and women participants in Centered Leadership programs gain the skills, courage and confidence to lead. And, along the way, you'll read inspiring stories of remarkable men and women leaders who demonstrate the power of these skills in action. Those early in their careers will learn how to use these skills to explore their passions and accelerate their professional development. Those forming families will be able to use them to reconcile and manage work and life to get the most out of both. And those who have already achieved success will be able use these practices to reach their next leadership horizon. No matter what stage you are currently at in your career, or what level of leadership you aspire to, this book will equip you with the tools to unlock your own Centered Leader and achieve more positive impact at work and outside it.

## Book Information

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## Customer Reviews

"Centered Leadership is a personal and practical roadmap to taking on the challenge of leadership."- Sheryl Sandberg, COO Facebook and author of Lean In"Many have tried to define the common characteristics of leadership, but few have applied the rigorous, research-based approach that Joanna Barsh takes in Centered Leadership. The result is a book that is both authoritative and actionable."- Dan Doctoroff, CEO & President of Bloomberg L.P."During in-depth interviews with over 165 men and women, [Barsh] gathered data on thriving and rising at work; she then articulated her new model for thinking about leadership development in two books: How Remarkable Women Lead and the upcoming Centered Leadership. They should be required reading for every young person- man or woman."-Jessica Bacal, director of the Smith College Wurtele Center for Work and Life and author of Mistakes I Made at Work"Centered Leadership is the essential leadership guide for our times, as it puts personal development at the center of the corporate leadership endeavor. Here's a program that transforms your work and life balance from a challenge into a strategy."- Steven Pleshette Murphy, CEO Christie's International PLC"Barsh's voice is original, authoritative, and above all extraordinarily practical regardless of where we are in our leadership journey. I read this book smiling it's a rare personal guide for every generation." • -Andrea Jung, former Chairman and CEO, Avon Products"Many of us in leadership positions tend to think that we instinctively know what it takes to inspire and motivate others. But CENTERED LEADERSHIP opened my eyes to the fact that great leadership is more a science than we realize. Barsh and Lavoie draw on deep research and fieldwork to genuinely help us build our capabilities." • -Gary E. Knell, President and CEO, National Geographic SocietyThe Centered Leadership Project may have begun as an investigation into what makes remarkable women leaders tick, but after reading Barsh's excellent second book, I have become convinced that she and Lavoie have their fingers on what anyone - woman or man - can do to become the kind of inspirational leader everyone will want to follow." -D. Ronald Daniel, Former Managing Partner, McKinsey & Company"Centered Leadership" Joanna Barsh has given us a highly effective guide to building

the more comprehensive, often deeply human, leadership skills that this complex, fast paced era requires."- Luis Ubinas, former CEO Ford Foundation

JOANNA BARSH is the author of the business bestseller *How Remarkable Women Lead* and director emeritus at McKinsey & Company. At McKinsey, she led the creation of Centered Leadership in 2008. Joanna now helps governments and businesses grow the global community of Centered Leaders. She has spoken to executives and governments in over 20 countries, including Australia, Brazil, China, France, Indonesia, Malaysia, Saudi Arabia, Sweden, and the U.K., and Fortune 100 companies such as Citi, Danone, GE, Google, Time Warner, and Walmart. She has been featured by the Wall Street Journal, Forbes, FT, Businessweek, and more. Joanna holds an MBA from the Harvard Business School where she was a Baker Scholar. JOHANNE LAVOIE is a master expert in McKinsey's organization practice; with Joanna and dozens of practitioners inside and outside the firm, Johanne launched Centered Leadership programs. Today, Johanne is the global dean of the Centered Leadership Program, the leadership course for senior executives. She mixes twenty years of business consulting with expertise in adult development and organization culture at Fortune 100 companies. In addition, Johanne serves on the advisory board and faculty of the Banff Leadership Center. She has an MBA from the Harvard Business School.

Centered leadership is transformational concept with a massive impact on not only how you lead but also how you live your life. I have high hopes on this book, and after starting to read I have to say: I am not disappointed! With great personal and inspirational stories - not only from the author but many other successful leaders - the book really showcases why the pillars of centered leadership (Meaning, Framing, Connecting, Engaging, and Energizing) are so essential. The book takes the reader on their centered leadership journey giving practical tips and exercises that can be put into action in work and personal contexts. I would recommend this book to anyone who wants to learn more about themselves and who is curious about what they COULD be able to achieve if they find out what is their Meaning, how they Frame the world, how they should Connect to get there, how to Engage on their goals and how to stay Energized along the way. Be warned: the book does not give the answers, but rather invites the reader to figure out their own answers. I will extend this review as soon as I finished the book. Now I have to go back reading!

Joanna Barsh, a 30 year veteran of McKinsey, takes the reader on a journey through self paced and

extremely insightful exercises to arrive at a better place for leadership and self awareness in this easy to read but challenging book. Barsh begins by focusing on the element of centering. Centering crossed my path as "centering prayer" several years ago, and revolves around self awareness, stillness and connection as well as grounding. Barsh crosswalks this meditative practice to an active implementation in "Centered Leadership". The book begins with a useful introduction to centered leadership, and an introduction to the five components which make up the centered leadership facets: \* Framing - self awareness, pausing and adaptability \* Connecting - Trust relationships, networks and community, sponsorships \* Engaging - Presence, ownership and taking risks and action \* Energizing - Energy balance, recovery and sustaining practices \* Meaning - Happiness, core strengths and purpose Barsh then walks the reader through each of the five elements, accompanied by a series of self reflective and team exercises designed to awaken and develop each of the five facets. At the end, she hopes that the reader will have improved their leadership impact, self-fulfillment and resilience. Ultimately, the book is a useful tool - as much for self awareness and self development as to provide enlightening leadership techniques. Barsh seems to embrace the approach that to lead, one must first take care of themselves and understand (perhaps even "center") themselves for maximum effectiveness. It is a worthwhile read, and the exercises are thought provoking and useful.

SO useful! I was first introduced to the Centered Leadership concepts at a workshop several years ago and found them to be so powerful then. One exercise in particular helped me identify the energy, meaning, and fulfillment that I get from teaching--and literally launched my career as an educator. Now the Centered Leadership book is like many workshops packed into one resource--it's really great to see the exercise from that workshop I attended and many other hands-on, practical activities in this book. You can also pick and choose which exercises to focus on--this book has something for everyone. If you're interested in learning about your strengths and how to leverage them more, or how to manage your most challenging moments at work and beyond, or how to proactively manage your energy so that you can sustain your best performance, or how to inspire others to be their best, then you're going to find this book to be useful. And because it's about your individual leadership and being your best self, it goes beyond just one industry. I've recommended the book to a few friends and have recently heard back from two of them who found it particularly helpful: one is an organizational change consultant and one is a high school director who is using it to develop her school leadership team. I highly recommend this book for anyone who is looking to strengthen his/her self-awareness or leadership--with yourself, your family, your teams, or an entire

organization.

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