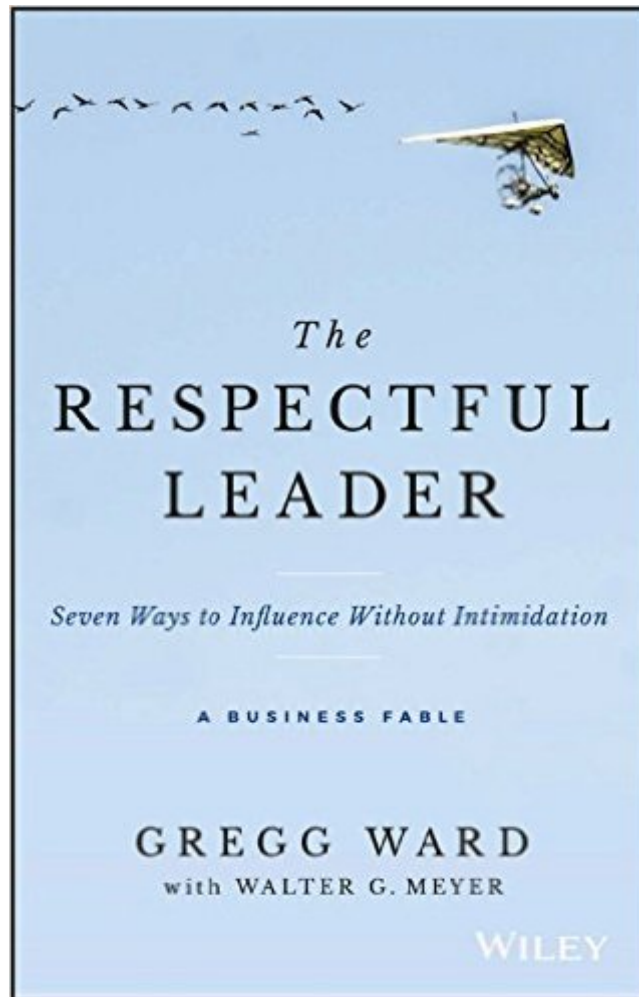


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# The Respectful Leader: Seven Ways To Influence Without Intimidation



## Synopsis

Boost morale and productivity by leading with respect The Respectful Leader presents an engaging, thought-provoking lesson for companies seeking off-the-charts performance. Author Gregg Ward draws on 25 years of leadership consulting, coaching and training experience to reveal the secret to great results: respect. In this true-to-life business fable, he shares the story of Des Hogan, a CEO who discovers that disrespectful behavior on the part of his leadership team is eating away at his company's morale, productivity, and profits. At a loss for a solution, he meets Grace—a straight-shooting, self-described "little old lady" in the maintenance department. With her no-nonsense advice, he sets out to revamp the culture and turn his company around; but first, he has to turn inward and realize that his own behavior sets the tone for the company at every level. This enlightening, engaging and honest story will help you recognize and analyze your own behaviors and interactions, and show you how to create a winning culture based on leading with respect. Intimidation, micro-management and insecurity do not drive top-level performance. True success is built on free-flowing, trusted, and open collaboration between departments, levels, and specialties. This book shows you how to build respect among the ranks—from the top down. Learn the key respectful leadership behaviors that significantly impact morale Learn how to adjust your own, and others', attitudes to boost productivity, teamwork, and profits Benefit personally and professionally by leading from a place of mutual respect and consideration People perform best when they feel valued and valuable. And, when they are respected for their experience, talents and skills, they'll become personally invested in outcomes—both short- and long-term—and consistently go the extra mile. Respectful leadership ignites passion, innovation, creativity, and efficiency, while control-based leadership and intimidation breeds complacency and mediocrity. Which environment would better serve your company? The Respectful Leader shows you how to achieve sustainable success with a simple behavioral paradigm shift.

## Book Information

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## Customer Reviews

I just finished reading *The Respectful Leader*. I picked it up after reading, and really enjoying, the authors (Greg Ward) first book, *Bad Behavior...Sticky Situations*. I was expecting a straight forward "How to" book on leadership, but it was a fictional story of a CEO and the very relatable types of people and relationships in so many workplace situations. While much of it felt very common sense, there were many keen insights, strategies, and most of all an enjoyable read. I will definitely be purchasing any other materials by Mr. Ward.

I love this book. I bought it because I am an Executive Coach who is dealing with more and more overload in the workplace driving higher and higher levels of mismanagement, poor leadership, and disrespect. I wanted something I could give to my clients to help them think easily about the dangers and costs of disrespect, and give them practical tools & rules to apply in their leadership, and in their own lives. This book does this, and has tools and rules aplenty. But unlike a lot of business books, I believe my clients will actually READ it, and all the way through, because it's an interesting and fun story, completely aside from what you learn. I liked the people - Des, Grace, and the rest. I wanted to know what happened to them. The book gets you involved in the drama and challenges of people who seem real, struggling with real issues - and then as a bonus, you get to learn how to do better, in a clear, understandable, immediately-applicable way. I have now purchased 5 copies to give to clients.

*The Respectful Leader* is a concise and persuasive book that demonstrates why respect is so important for effective leadership, and then gives clear steps to become an effective, respectful leader. In the first of two sections in the book, Mr. Ward tells a story that rings true based on my experience - dysfunctional, disengaged, and cynical employees along with dismissive, casually disrespectful management. The story uses effective dialogue, which is fun to read though will sometimes (at least for me) cause memories of similar, frustrating events at the workplace to spring to mind. Thankfully, some of the characters begin applying the methods demonstrated in the book to

revitalize the organization through embracing respect. One thing I liked about the story section is that respect isn't some pie-in-the-sky feel good dues ex machina. The characters and the situations are realistic, and some in the story never fully get on board, just as someone adopting the methods in this book will have to deal with people who aren't interested in respecting others. The author shows clearly how to handle these people and the methods for creating a respectful organization isn't about being 'nice.' It's about creating an organization that gets things done with people who want to be there. The second section of the book further expands on the methods presented in the story, and lays them out in an easily-referable way. It also clarifies how to combine these methods into a system at the workplace. I highly recommend this book for anyone working in an organization, leader or not. The methods are practical and presented in a fun, understandable way. It's also a good present for that certain boss.

This is certainly a refreshing view on a very important aspect of leadership: respect. When in a leadership position, one knows respect does not come from one's title, but from the behavior and actual influence one has within his/her organization. This book outlines seven aspects that are essential to establish oneself as a strong and efficient leader who is capable of influencing others without intimidation, without being disrespectful. I would not be respectful from my end to write down here the even dos and the five don'ts the author outlines in the book. It would also be a spoiler, but I found the reading to be eye opening and truly helpful in my quest to become a better leader. This is a book that can be read in one day or two (depending on your busy schedule!), and I strongly recommend anybody in a position of exercising leadership to check it out.

A must read. This is a masterful story about two key characters, Des (the new CEO) and Grace (the seasoned / wise employee), who gives the new guy (Des) some sage advice, and he (wisely) decides to listen. Gregg Ward is a masterful storyteller who uses Des and Grace to illustrate the key concepts about leadership and how "people don't care about what you know until they know how much you care." In many ways, Grace reminds me of the Chief Petty Officers in the Navy - those sage middle managers who are considered to be the "backbone of the Navy, and who make or break new leaders - those who listen generally become good leaders and are well respected, but those who don't (because of their own hubris / ego) generally fail and their careers are short-lived. Behind every effective Navy leader was a good Chief early in his/her career to teach them the key to leadership was respect and how to listen. Just because it is an "easy" read doesn't mean that it isn't full of lessons - it is, and the lessons are applicable to both new and seasoned leaders. Don't

miss out on the one book that could help you turn your organization around!

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