

"*Superbosses* shows the incredible impact that great managers can have, both on their employees and on entire industries. Finkelstein has written a true leadership guide for the Networked Age."

—Reid Hoffman, cofounder and chairman, LinkedIn; coauthor of *The Alliance*

# SUPERBOSSSES



How Exceptional Leaders  
Master the Flow of Talent

**SYDNEY FINKELSTEIN**

author of *WHY SMART EXECUTIVES FAIL*

# Superbosses How Exceptional Leaders Master The Flow Of Talent

**Kim Nugent**



## **Superbosses How Exceptional Leaders Master The Flow Of Talent:**

**Superbosses** Sydney Finkelstein, 2016-02-09 Superbosses is the rare business book that is chock full of new useful and often unexpected ideas After you read Finkelstein's well crafted gem you will never go about leading evaluating and developing talent in quite the same way Robert Sutton author of Scaling Up Excellence and The No Asshole Rule Maybe you're a decent boss But are you a superboss That's the question you'll be asking yourself after reading Sydney Finkelstein's fascinating book By revealing the secrets of superbosses from finance to fashion and from cooking to comic books Finkelstein offers a smart actionable playbook for anyone trying to become a better leader Daniel H Pink author of To Sell Is Human and Drive A fascinating exploration of the world's most effective bosses and how they motivate inspire and enable others to advance their companies and shape entire industries by the author of How Smart Executives Fail A must read for anyone interested in leadership and building an enduring pipeline of talent What do football coach Bill Walsh restaurateur Alice Waters television executive Lorne Michaels technology CEO Larry Ellison and fashion pioneer Ralph Lauren have in common On the surface not much other than consistent success in their fields But below the surface they share a common approach to finding nurturing leading and even letting go of great people The way they deal with talent makes them not merely success stories not merely organization builders but what Sydney Finkelstein calls superbosses After ten years of research and more than two hundred interviews Finkelstein an acclaimed professor at Dartmouth's Tuck School of Business speaker and executive coach and consultant discovered that superbosses exist in nearly every industry If you study the top fifty leaders in any field as many as one third will have once worked for a superboss While superbosses differ in their personal styles they all focus on identifying promising newcomers inspiring their best work and launching them into highly successful careers while also expanding their own networks and building stronger companies Among the practices that distinguish superbosses They Create Master Apprentice Relationships Superbosses customize their coaching to what each protégé really needs and also are constant founts of practical wisdom Advertising legend Jay Chiat not only worked closely with each of his employees but would sometimes extend their discussions into the night They Rely on the Cohort Effect Superbosses strongly encourage collegiality even as they simultaneously drive internal competition At Lorne Michaels's Saturday Night Live writers and performers are judged by how much of their material actually gets on the air but they can't get anything on the air without the support of their coworkers They Say Good Bye on Good Terms Nobody likes it when great employees quit but superbosses don't respond with anger or resentment They know that former direct reports can become highly valuable members of their network especially as they rise to major new roles elsewhere Julian Robertson the billionaire hedge fund manager continued to work with and invest in his former employees who started their own funds By sharing the fascinating stories of superbosses and their protégés Finkelstein explores a phenomenon that never had a name before And he shows how each of us can emulate the best tactics of superbosses to create our own powerful networks of extraordinary talent The

Superbosses Playbook Sydney Finkelstein, 2019-02-05 The companion workbook to Dartmouth professor Sydney Finkelstein's acclaimed *Superbosses: How Exceptional Leaders Master the Flow of Talent*. *Superbosses* explained how industry legends like football coach Bill Walsh, television executive Lorne Michaels, restaurateur Alice Waters, and fashion pioneer Ralph Lauren find, nurture, and lead employees. Now *The Superbosses Playbook* shows readers how to apply the tactics of these superbosses in their own organizations. The *Superbosses Playbook* features assessments, case studies, and exercises designed to help anyone recruit talent, lead performance, inspire teams, and even part with great people like a true superboss. For instance, Finkelstein includes assessments of your superboss score and templates for interviewing and evaluating new hires. This workbook will help you learn and apply the secrets of iconic business leaders.

Superbosses, 2016 Everyone is trying to crack the talent code, and after ten years of research, Professor Sydney Finkelstein has some new answers to questions of how exceptional leaders master the flow of talent. In his new best-selling book *Superbosses: How Exceptional Leaders Master the Flow of Talent*, Dr. Finkelstein studied an incredibly diverse group of leaders: people like restaurateur Alice Waters, fashion iconoclast Ralph Lauren, Oracle founder Larry Ellison, producer George Lucas, SNL creator Lorne Michaels, NFL coach Bill Walsh, Philadelphia Inquirer editor Gene Roberts, and hedge fund manager Julian Robertson, who all have one thing in common: All are legendary for spawning legions of protégés who have gone on to transform entire industries. Join us for a live 60-minute webinar with author Sydney Finkelstein when he describes what superbosses do and how they do it. During the webinar, via stories and analysis, Professor Sydney Finkelstein at the Tuck School of Business at Dartmouth College will walk you through the superboss playbook. And the best news of all: the entire playbook can be learned and applied by anyone who wants to become a better boss and leader. LinkedIn Chairman Reid Hoffman calls it a leadership guide for the Networked Age, while Jeff Immelt, Chairman and CEO of GE, says *Superbosses* gives leaders a playbook to bring out the best in their people.

**A Joosr Guide to ... Superbosses by Sydney Finkelstein** Joosr, 2016 *Backstage Leadership* Charles Galunic, 2020-06-10 Most of us would recognize a star leader by their charisma, emotional intelligence, and public communication prowess. What is truly impressive but often overlooked is the silent work of leadership that garners real results. Exercising influence in a complex and global organization whilst also shaping and executing strategies across borders in a disruptive age is the true mark of success as a leader. *Backstage Leadership* takes a comprehensive look at the background processes that leaders must master in order to shape the culture, direction, and capability of a successful company. With an emphasis on strategy, the author provides an integrated toolkit for developing your knowledge and skills as a backstage leader. You will learn how to mobilize people towards new strategic directions, scan your business environment for threats and disruptive forces, diagnose and help to shape the culture of your organization, develop talent and capabilities towards a specific goal. Focusing on the key and consistent underlying processes of leadership, this book is essential reading for managers who wish to bring focus and coherence to their leadership role and integrate themselves within the engine of

the organization     *The Rotarian: September 2016* ,     **The Inspiration Code** Kristi Hedges,2017-06-01 Everyone wants to be the kind of leader who energizes and mobilizes others yet too few are Why is it so challenging to crack the code All it takes is the right conversation great leaders inspire action with their words They spark enthusiasm and commitment With a single conversation they can change the direction of someone s life Executive coach Kristi Hedges spent years studying exactly what inspiring leaders do differently Informed by quantitative research and thousands of responses from leaders at all levels she reveals that inspiring communication isn t about grand gestures Instead those who motivate us most do a few things routinely consistently and intentionally In Inspiration Code Kristi explains Present investing their attention carefully and guiding the flow of conversations Personal speaking genuinely listening generously and bringing out the potential of those around the Passionate exhibiting sincere emotion and exuding energy attuned to the situation Purposeful helping others find meaning and see their place in the bigger picture Eye opening and accessible The Inspiration Code dispels common myths about how leaders communicate and guides them in cultivating qualities that authentically excite Inspired companies need inspirational leaders Learn to unlock motivation lift peoples sights and lead them into the future     *The Technology Fallacy* Gerald C. Kane,Anh Nguyen Phillips,Jonathan R. Copulsky,Garth R. Andrus,2022-08-23 Why an organization s response to digital disruption should focus on people and processes and not necessarily on technology Digital technologies are disrupting organizations of every size and shape leaving managers scrambling to find a technology fix that will help their organizations compete This book offers managers and business leaders a guide for surviving digital disruptions but it is not a book about technology It is about the organizational changes required to harness the power of technology The authors argue that digital disruption is primarily about people and that effective digital transformation involves changes to organizational dynamics and how work gets done A focus only on selecting and implementing the right digital technologies is not likely to lead to success The best way to respond to digital disruption is by changing the company culture to be more agile risk tolerant and experimental The authors draw on four years of research conducted in partnership with MIT Sloan Management Review and Deloitte surveying more than 16 000 people and conducting interviews with managers at such companies as Walmart Google and Salesforce They introduce the concept of digital maturity the ability to take advantage of opportunities offered by the new technology and address the specifics of digital transformation including cultivating a digital environment enabling intentional collaboration and fostering an experimental mindset Every organization needs to understand its digital DNA in order to stop doing digital and start being digital Digital disruption won t end anytime soon the average worker will probably experience numerous waves of disruption during the course of a career The insights offered by The Technology Fallacy will hold true through them all A book in the Management on the Cutting Edge series published in cooperation with MIT Sloan Management Review     **Summary of Superbosses - [Review Keypoints and Take-aways]** PenZen Summaries,2022-11-28 The summary of Superbosses How Exceptional Leaders Master the Flow of Talent presented

here include a short review of the book at the start followed by quick overview of main points and a list of important take aways at the end of the summary The Summary of The 2016 book Superbosses is an insider s guide to understanding how charismatic often controversial and unforgettable leaders operate These ideas explain how you can become a superboss and help your employees succeed by revealing the patterns and strategies that top performing bosses use as well as revealing how you can help your employees succeed by becoming a superboss yourself Superbosses summary includes the key points and important takeaways from the book Superbosses by Sydney Finkelstein Disclaimer 1 This summary is meant to preview and not to substitute the original book 2 We recommend for in depth study purchase the excellent original book 3 In this summary key points are rewritten and recreated and no part text is directly taken or copied from original book 4 If original author publisher wants us to remove this summary please contact us at support mocktime com

### **The Superbosses**

**Playbook** Sydney Finkelstein,2019-02-05 The companion workbook to Dartmouth professor Sydney Finkelstein s acclaimed Superbosses How Exceptional Leaders Master the Flow of Talent Superbosses explained how industry legends like football coach Bill Walsh television executive Lorne Michaels restaurateur Alice Waters and fashion pioneer Ralph Lauren find nurture and lead employees Now The Superbosses Playbook shows readers how to apply the tactics of these superbosses in their own organizations The Superbosses Playbook features assessments case studies and exercises designed to help anyone recruit talent lead performance inspire teams and even part with great people like a true superboss For instance Finkelstein includes assessments of your superboss score and templates for interviewing and evaluating new hires This workbook will help you learn and apply the secrets of iconic business leaders

The Superbosses Playbook Sydney Finkelstein,2019-02-05

The companion workbook to Dartmouth professor Sydney Finkelstein s acclaimed Superbosses How Exceptional Leaders Master the Flow of Talent Superbosses explained how industry legends like football coach Bill Walsh television executive Lorne Michaels restaurateur Alice Waters and fashion pioneer Ralph Lauren find nurture and lead employees Now The Superbosses Playbook shows readers how to apply the tactics of these superbosses in their own organizations The Superbosses Playbook features assessments case studies and exercises designed to help anyone recruit talent lead performance inspire teams and even part with great people like a true superboss For instance Finkelstein includes assessments of your superboss score and templates for interviewing and evaluating new hires This workbook will help you learn and apply the secrets of iconic business leaders

Exceptional Leaders Playbook Wally Schmader,Tracy

Spears,2023-03-28 This is the follow up to the 1 best selling book What Exceptional Leaders Know now in its third edition The book interacts with the reader to make sure that the recommendations are memorable and applicable for every leader

**The Talent Masters** Bill Conaty,Ram Charan,2010-11-09 If talent is the leading indicator of whether a business is up or down a success or a failure and it is do you know how to accurately judge raw human talent Understand a person s unique combination of traits Develop that talent Convert what supposedly are soft subjective judgments about people into objective

criteria that are as specific verifiable and concrete as the contents of a financial statement The talent masters do They put people before numbers for the simple reason that it is talent that delivers the numbers Success comes from those who are able to extract meaning from events and the forces affecting a business and are able to look at the world and assess the risks to take and the risks to avoid The Talent Masters itself stems from a unique combination of talent During a forty year career at General Electric Bill Conaty worked closely with CEOs Jack Welch and Jeff Immelt to build that company s worldrenowned talent machine Ram Charan is the legendary advisor to companies around the world Together they use their unparalleled experience and insight to write the definitive book on talent a breakthrough in how to take a business to the next level Secrets of the masters The specifics on how companies regarded as world class GE P G Hindustan Unilever and others base their stellar performance decade after decade on their systems for finding and nurturing leadership talent Intimate and systemic Why deep knowledge and intimacy with your talent and a systemic rhythm of reviews are the foundation for creating a steady selfrenewing stream of leaders for all levels of an organization from first line supervisors to the CEO The competency that lasts Financial results market share brand and legacy products all have a half life that seems to grow shorter by the year Talent is the only competency that endures What to do Monday morning The Talent Masters tool kit provides the specific guidelines for assessing and improving your company s talent mastery capabilities How to Be Exceptional: Drive Leadership Success By Magnifying Your Strengths John H. Zenger, Joseph Folkman, Robert H. Sherwin, Barbara Steel, 2012-06-07 One of The Globe Mail s Top 10 Business books of the Year Rethink Everything You Know About Leadership Strengths A must read for anyone wanting to positively stand out in an organization or for leaders wanting to raise the overall performance of the organization Cindy Brinkley Vice President Global Human Resources General Motors Zenger Folkman s findings related to companion behaviors is exciting It enhances what s been presented in prior books and makes extraordinary leadership seem like an achievable goal I would recommend this book to anyone committed to the journey Pam Mabry Director Human Resources The Boeing Company The authors take the groundbreaking concept of driving leadership effectiveness by building our strengths to a whole new level of practical implementation providing us with a brilliantly clear road map I have found this body of work to be absolutely invaluable I cannot imagine a person in a leadership role today who would not find value from reading this book cover to cover Loren M Starr Senior Managing Director and Chief Financial Officer Invesco Ltd How to Be Exceptional is a milestone in the emerging business case for evidence based management Building on two decades of earlier research the authors brilliantly lay out a simple concrete scientifically validated model for achieving consistently superior business results through leadership Its magic is its simplicity pragmatism and focus Eric Severson Senior Vice President Talent Gap Inc How to Be Exceptional is the best book on professional development I have read in decades It reinforces the emerging wisdom that the path to greatness is really about building profound strengths rather than through relentlessly focusing on one s weaknesses This is a great road map for

any leader seeking to optimize their growth and impact Michael A Peel Yale University Vice President Human Resources and Administration      **Exceptional Leaders Playbook** Tracy Spears, Wall Schmader, 2018-01-27      **Rising to Power** Ron A. Carucci, Eric C. Hansen, 2014-09-23 Rising to Power is a time tested wisdom packed guide for executives desiring to be exceptional leaders as they navigate their ascent to the highest levels of their organization Nearly two thirds of all leaders entering executive roles lack sufficient understanding of what is required and are unprepared for what they will face which explains why 50 percent of them fail within the first eighteen months For decades we have known that failure rates among transitioning executives are too high causing exorbitant costs damaged organizations and stalled careers Still little has changed in the way organizations prepare leaders to assume executive positions Three fourths of new executives say their organization did not adequately prepare them for the executive office It doesn't have to be this way If you are an executive or you're aspiring to be one and considering how you will navigate the ascent in your organization Rising to Power will serve you like no other resource can Odds are high you have watched a promising executive fail on their way up Like many you scratched your head wondering Why didn't they see that coming Now you're hoping not to be the next one that falls Rising to Power will guide you on a predictable journey of ascent through the transitional moments and issues most common in executive failure It will bolster your confidence open your eyes deepen your insight and if you let it reveal your own proclivities for failure that you may not even recognize Based on a ten year longitudinal study Rising to Power offers a profoundly new way of looking at an executive's rise in an organization and offers an approach to significantly increase your odds of success      *Accelerating Your Development as a Leader* Robert Barner, 2011-02-22 An invaluable resource for HR professionals and executive coaches this book focuses on how to reduce the time needed to prepare high potential HIPO leaders for next level positions Providing the leading trends tools and techniques in the industry the book demystifies the process of HIPO development It includes a powerful five step process for increasing leaders readiness as well as a complete set of tools for running workshops on developmental planning and coaching This text also serves as a core text for the author's Executive Coaching Certificate Programs      *52 Weeks to Exceptional Leadership* Kim Nugent, 2017-11-25 52 Weeks to Exceptional Leadership is a practical and inspirational guide for leaders and managers It is a business book for those who have the responsibility for developing talent in their departments and organizations If you are that forward thinking leader or a manager this book is for you As you integrate your company's resources impart your experience inspire with your philosophy with this book by your side you can confidently add enthusiasm and results to your performance This book will walk you step by step each week for the first year to build upon the talent and strengths of the individuals you manage or lead This guide adds real structure to your management strategies saves you time money and gives you a weekly topic for your coaching calls or meetings Inside you will find a weekly journal page to record your actions reflections and areas for improvement Inside the book Dr Kim Nugent gives you the opportunity to read and address one practical strategy per week



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## **Table of Contents Superbosses How Exceptional Leaders Master The Flow Of Talent**

1. Understanding the eBook Superbosses How Exceptional Leaders Master The Flow Of Talent
  - The Rise of Digital Reading Superbosses How Exceptional Leaders Master The Flow Of Talent
  - Advantages of eBooks Over Traditional Books
2. Identifying Superbosses How Exceptional Leaders Master The Flow Of Talent
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Superbosses How Exceptional Leaders Master The Flow Of Talent
  - User-Friendly Interface
4. Exploring eBook Recommendations from Superbosses How Exceptional Leaders Master The Flow Of Talent
  - Personalized Recommendations
  - Superbosses How Exceptional Leaders Master The Flow Of Talent User Reviews and Ratings
  - Superbosses How Exceptional Leaders Master The Flow Of Talent and Bestseller Lists

5. Accessing Superbosses How Exceptional Leaders Master The Flow Of Talent Free and Paid eBooks
  - Superbosses How Exceptional Leaders Master The Flow Of Talent Public Domain eBooks
  - Superbosses How Exceptional Leaders Master The Flow Of Talent eBook Subscription Services
  - Superbosses How Exceptional Leaders Master The Flow Of Talent Budget-Friendly Options
6. Navigating Superbosses How Exceptional Leaders Master The Flow Of Talent eBook Formats
  - ePub, PDF, MOBI, and More
  - Superbosses How Exceptional Leaders Master The Flow Of Talent Compatibility with Devices
  - Superbosses How Exceptional Leaders Master The Flow Of Talent Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Superbosses How Exceptional Leaders Master The Flow Of Talent
  - Highlighting and Note-Taking Superbosses How Exceptional Leaders Master The Flow Of Talent
  - Interactive Elements Superbosses How Exceptional Leaders Master The Flow Of Talent
8. Staying Engaged with Superbosses How Exceptional Leaders Master The Flow Of Talent
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Superbosses How Exceptional Leaders Master The Flow Of Talent
9. Balancing eBooks and Physical Books Superbosses How Exceptional Leaders Master The Flow Of Talent
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Superbosses How Exceptional Leaders Master The Flow Of Talent
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Superbosses How Exceptional Leaders Master The Flow Of Talent
  - Setting Reading Goals Superbosses How Exceptional Leaders Master The Flow Of Talent
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Superbosses How Exceptional Leaders Master The Flow Of Talent
  - Fact-Checking eBook Content of Superbosses How Exceptional Leaders Master The Flow Of Talent
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

### 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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