

First In Last Out Leadership Lessons From The New York Fire Department

Identity Leadership Tribal Leadership First Things First Leaders Eat Last A Higher Standard First In, Last Out Flow-based Leadership Good to Great The Diary of a Nobody Extreme Ownership Leadership and Self-deception Step Up and Lead Start with why Tough Things First: Leadership Lessons from Silicon Valley's Longest Serving CEO The New Leaders Built to Last Five Alarm Leadership Pride & Ownership No Exceptions Leadership The Truth about Leadership First In, Last Out The Leader's Greatest Return Fully Involved Leadership Report from Engine Co. 82A First-Rate Madness Strengths Based Leadership Creating Leaderful Organizations First, Last, and Always Leadership Strategy and Tactics Your First Leadership Job Fit In, Stand Out First In, Last Out Leadership from the Inside Out Leadership Leadership on the Line Forged in Crisis The Engine Company Leadership for the Twenty-first Century Ten Days that Shook the World Lead Yourself First

Identity Leadership

Leadership On The Line is a survival manual for leaders that explains what they need to know to survive the professional and personal perils of leading, and how to exercise leadership in a way that reduces the chances of being pushed aside.

Tribal Leadership

"This is not a book about charismatic visionary leaders. It is not about visionary product concepts or visionary products or visionary market insights. Nor is it about just having a corporate vision. This is a book about something far more important, enduring, and substantial. This is a book about visionary companies." So write Jim Collins and Jerry Porras in this groundbreaking book that shatters myths, provides new insights, and gives practical guidance to those who would like to build landmark companies that stand the test of time. Drawing upon a six-year research project at the Stanford University Graduate School of Business, Collins and Porras took eighteen truly exceptional and long-lasting companies -- they have an average age of nearly one hundred years and have outperformed the general stock market by a factor of fifteen since 1926 -- and studied each company in direct comparison to one of its top competitors. They examined the companies from their very beginnings to the present day -- as start-ups, as midsize companies, and as large corporations. Throughout, the authors asked: "What makes the truly exceptional companies different from other companies?" What separates General Electric, 3M, Merck, Wal-Mart, Hewlett-Packard, Walt Disney, and Philip Morris from their rivals? How, for example, did Procter & Gamble, which began life substantially behind rival Colgate, eventually prevail as the premier institution in its industry? How was Motorola able to move from a humble battery repair business into integrated circuits and cellular communications, while Zenith never became dominant in anything other than TVs? How did Boeing unseat McDonnell Douglas as the world's best commercial aircraft company -- what did Boeing have that McDonnell Douglas lacked? By answering such questions, Collins and Porras go beyond the incessant barrage of management buzzwords and fads of the day to discover timeless qualities that have consistently distinguished out-standing companies. They also provide inspiration to all executives and entrepreneurs by destroying the false but widely accepted idea that only charismatic visionary leaders can build visionary companies. Filled with hundreds of specific examples and organized into a coherent framework of practical concepts

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that can be applied by managers and entrepreneurs at all levels, *Built to Last* provides a master blueprint for building organizations that will prosper long into the twenty-first century and beyond.

First Things First

Becoming the Very Best First-Time Leader Congratulations! You're now in charge. Perhaps it's your first time as a leader, or maybe you want to fine-tune your skills. Either way, you've begun one of the most rewarding chapters of your career. But, like many beginnings, the first few years can be challenging. Fortunately, you don't have to tackle this challenge on your own. *Your First Leadership Job* gives you practical advice straight from others who have walked in your shoes. Not only does it include dozens of tools to ensure your success, but it's also based on the authors' and DDI's extensive experience and research, which ultimately has led to the development of millions of leaders around the world. In fact, a quarter-million leaders will be developed this year alone via DDI training. *Your First Leadership Job* is divided into two sections. Part 1 introduces the concept of catalyst leader—one who sparks energy, passion, and commitment in others. Your transition to catalyst leader is a major step in your leadership journey. This book provides essential tips to put you on the catalyst path. Ultimately, leadership is about the many conversations—frequent, clear, authentic, and occasionally difficult—that you will have daily. *Your First Leadership Job* builds awareness of the fundamental skills you'll come to rely on to make every one of these interactions successful. Part 2 devotes 13 chapters to critical core leadership competencies, including coaching for success, hiring the best employees, turning dreaded appraisals into discussions that propel performance, and handling difficult employees. It also includes a chapter for first-time female leaders. Look at *Your First Leadership Job* as an indispensable companion to becoming an awesome leader—one who will make a positive, lasting impact on your team, family, and career. Visit www.yourfirstleadershipjob.com to learn more.

Leaders Eat Last

In his new book *Step Up and Lead*, Frank Viscuso—author, speaker, and career deputy chief—shares the secrets of effective fire service leadership, introduces the traits and skills essential for successful fire service leaders, and discusses the importance of customer service. Designed to help you reach the top of your profession, this new book is considered must-read material for anyone who is ready to step up and lead!

A Higher Standard

A veteran FDNY firefighter describes the field-tested management strategies that help commanders lead teams into a raging fire, explaining how the fire department develops loyalty, trust, and grace under pressure and how such principles as "first in, last out" and "develop your people" can be adapted by leaders in any field of endeavor. Reprint.

First In, Last Out

On June 23, 2008, President George W. Bush nominated Ann Dunwoody as a four-star general in the US Army—the first time a woman had ever achieved that rank. The news generated excitement around the world. Now retired after nearly four decades in the Army, Dunwoody shares what she learned along the way, from her first command leading 100

soldiers to her final assignment, in which she led a 60 billion enterprise of over 69,000 employees, including the Army's global supply chain in support of Iraq and Afghanistan. What was the driving force behind Dunwoody's success? While her talent as a logistician and her empathy in dealing with fellow soldiers helped her rise through the ranks, Dunwoody also realized that true leaders never stop learning, refining, growing, and adapting. In *A Higher Standard*, Dunwoody details her evolution as a soldier and reveals the core leadership principles that helped her achieve her historic appointment. Dunwoody's strategies are applicable to any leader, no matter the size or scope of the organization. They include lessons such as "Never Walk by a Mistake," a mandate to recognize when something is wrong, big or small, and to hold people accountable. Not only can this save billions for industry, it can sometimes save the lives of soldiers and citizens. She also advises that "Leaders Aren't Invincible-Don't Try to Be": to be our best, we have to acknowledge our worst. And she encourages readers to "Leverage the Power of Diversity" by creating teams of people from different backgrounds to provide a broad range of ideas and devise the best-informed decisions. With these and other guiding principles, *A Higher Standard* offers practical, tactical advice that everyone can use to lead and achieve with maximum success.

Flow-based Leadership

This illuminating study critiques the concept of leadership as understood in the last 75 years and looks to the twenty-first century for a reconstructed understanding of leadership in the postindustrial era. More similarities in past decades were found than had been thought; the thread throughout Rost's book is that leadership was conceived of as good management. He develops a new definition and paradigm for leadership in this volume that distinguishes leadership from management in fundamental ways. The ethics of leadership from a postindustrial perspective completes the paradigm. The book concludes with suggestions that can be immediately utilized in helping to transform our understanding of leadership.

Good to Great

From his bawdy and brave fellow firefighters to the hopeful, hateful, beautiful and beleaguered residents of the poverty-stricken district where he works, Dennis Smith tells the story of a brutalising yet rewarding profession.

The Diary of a Nobody

Have you ever arrived on the scene of a house fire to find a frantic woman in the driveway? As a firefighter, you know instinctively what this means: there is a child inside. You immediately enter "the zone," because you know what to do. This is based on your training and experience. The feeling of being "in the zone," is referred to in the field of positive psychology as "the flow." Multiple studies have shown that, if people have the proper training and experience, they will make better decisions in emerging situations while in a flow-state. How can your organization help your people experience flow more often, thereby improving their decision-making? This book describes what flow is and what flow-based decision making and flow-based leadership look like. It also details a flow-based leadership model for implementation, based on an extreme, experiential training program in the fire service called Georgia Smoke Diver (GSD). This model consists of : Leading by example Communicating purpose Committing to a stable infrastructure Binding the group through ritual, knowledge sharing, and collaboration Honoring individual creativity to promote innovation Using positive motivation techniques Facilitating

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team flow. GSD's success and longevity is a result of rigorous commitment to this model that helps firefighters stay safe, ensure excellence, and live a life of well-being, both personally and professionally. It is a model any organization can adopt to better the lives of the people within the organization and the lives of the people the organization serves. Whether you're in the fire service or not, this book provides incredible and truly unique insights into leadership, decision making, and creating exceptionally effective organizational cultures. A must read for anyone who is in a position where his or her decisions impact the work and the lives of others. Judith's writing ignites the imagination with stories that are inspiring, engaging, and deeply moving. You will walk away with a new appreciation for the importance of being "in the flow" and a simple but powerful framework for creating a meaningful and purpose-driven life. Thomas Koulopoulos Chairman Delphi Group, Author The Gen Z Effect Dr. Judy (as she is fondly known in the fire service) has presented us with a uniquely insightful look at firefighter decision making, going beyond the traditional analytical and weaving the naturalistic with the possible. This is a roadmap for upcoming leaders in any organization in which decisions must be made in chaotic, uncertain and rapidly evolving situations. David M. Wall, Division Director Georgia Fire Academy Throughout my career, I have had the privilege and honor of training with hundreds of high risk professionals. This book gets to the heart of why and more importantly how these individuals can perform at such a high level every day, with on and off the job stresses that are off the charts! Ed Naggiar, PhD U.S. Navy SEAL Officer

Extreme Ownership

#1 New York Times Bestseller #1 USA Today bestseller The ultimate guide on leadership from the bestselling co-author of Extreme Ownership. In the military, a field manual provides instructions in simple, clear, step-by-step language to help soldiers complete their mission. In the civilian sector, books offer information on everything from fixing a leaky faucet to developing an effective workout program to cooking a good steak. But what if you are promoted into a new position leading your former peers? What if you don't get selected for the leadership position you wanted? How do you overcome imposter syndrome, when you aren't sure you should be leading? As a leader, how do you judiciously dole out punishment? What about reward? How do you build trust with your both your superiors and your subordinates? How do you deliver truthful criticism up and down the chain of command in a tactful and positive way? These are all questions about leadership—the most complex of all human endeavors. And while there are books out there that provide solid leadership principles, books like Extreme Ownership and The Dichotomy of Leadership, there is no leadership field manual that provides a direct, situational, pragmatic how-to guide that anyone can instantly put to use. Until now. Leadership Strategy and Tactics explains how to take leadership theory, quickly translate that theory into applicable strategy, and then put leadership into action at a tactical level. This book is the solution that leaders at every level need—not just to understand the leadership game, but also how to play the leadership game, and win it.

Leadership and Self-deception

This book serves as a guide for the seasoned veteran, the new firefighter and everyone in between, bringing them together for what it all takes to have that love for the job.

Step Up and Lead

Draws on real-life stories and figures, including Martin Luther King, Jr. and Steve Jobs, to

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examine the qualities a good leader requires in order to inspire and motivate people.

Start with why

“Tribal Leadership gives amazingly insightful perspective on how people interact and succeed. I learned about myself and learned lessons I will carry with me and reflect on for the rest of my life.” —John W. Fanning, Founding Chairman and CEO Napster Inc. “An unusually nuanced view of high-performance cultures.” —Inc. Within each corporation are anywhere from a few to hundreds of separate tribes. In Tribal Leadership, Dave Logan, John King, and Halee Fischer-Wright demonstrate how these tribes develop—and show you how to assess them and lead them to maximize productivity and growth. A business management book like no other, Tribal Leadership is an essential tool to help managers and business leaders take better control of their organizations by utilizing the unique characteristics of the tribes that exist within.

Tough Things First: Leadership Lessons from Silicon Valley's Longest Serving CEO

The Diary of a Nobody is an English comic novel that records the daily events in the lives of a London clerk, Charles Pooter, his wife Carrie, his son Lupin, and numerous friends and acquaintances over a period of 15 months.

The New Leaders

As business reinvents itself at broadband speed, what makes leaders effective has inevitably been transformed. Old assumptions and old modes no longer hold; a new style of leadership that works has emerged amidst the chaos of change. This new leader excels in the art of relationship, the singular expertise which the changing business climate renders indispensable. Excellence is being defined in interpersonal terms as companies have stripped out layers of managers, as corporations merge across national boundaries, and as customers and suppliers redefine the web of connection. Bestselling author Daniel Goleman argues that emotionally intelligent leaders are now 'must-haves' for business today. But many readers have been left with, So now what do I do? The New Leaders answers that question by laying out the map for transforming leadership in individuals, in teams and organisations.

Built to Last

A veteran FDNY firefighter describes the field-tested management strategies that help commanders lead teams into a raging fire, explaining how the fire department develops loyalty, trust, and grace under pressure and how such principles as "first in, last out" and "develop your people" can be adapted by leaders in any field of endeavor. Reprint.

Five Alarm Leadership

This book offers managers, officers, leaders and aspiring members nuggets and tips for navigating the choppy waters that leaders and managers deal with daily. A collection of posts and ideas from The New Fire Officer site provides real world experiences in the fire service, where things move fast and success is critical, these offerings can be used in any industry. We all have our own ideas of what leadership is and how we should direct our efforts in cultivating it. Over the years I've had the honor and opportunity to be a fire officer in both the volunteer

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and career settings. Both have their own unique challenges, but the ability to communicate and work with people is just as important in each and this book provides some of those tools.

Pride & Ownership

This edition tackles the issue of self-deception and provides methodologies to help people overcome it.

No Exceptions Leadership

A nationally recognized author looks at both the similarities and differences in the engine company operations practiced by fire departments throughout the United States. He discusses the equipment, staffing, and operations of engine company firefighters at structural fires and emergencies.

The Truth about Leadership

A veteran Fortune 500 CFO and business innovator shares her breakthrough program to tap the leader within “Blythe McGarvie incites readers to think about the connections between success, ethics, and financial prowess.” —Steve Ballmer, CEO, Microsoft During her extensive experience studying effectiveness in business, leadership expert Blythe McGarvie uncovered a vital lesson: successful leaders are systems thinkers. By managing the two forces that power the essential dynamic of business systems, integration (fitting in) and transformation (standing out), managers and executives will generate astonishing results: solutions are created, teamwork grows, change is embraced, and effectiveness is improved and rewarded. Now, in *Fit In, Stand Out*, McGarvie presents her breakthrough program that will help you become a more effective leader. She reveals how integration and transformation function as the yin and yang of business, working together and balancing each other to form the two sides of leadership success. By mastering these imperatives through the revolutionary FISO FACTOR, you will become a team player while simultaneously advocating change and fostering long-term growth. *Fit In, Stand Out* provides the keys to mastering the six agents of FISO (financial acumen, integrity, alliances, learning, perspective, and global citizenship), and the attitudes, behaviors, and characteristics (ABCs) you need to wield them.

First In, Last Out

One of the fire service's most well-known and respected leaders reveals principles and events that have shaped his and other chief's careers and leadership values that no "cookie-cutter" leadership or management book can provide. The real-world experiences and lessons that are vividly detailed in the book provide a roadmap for any aspiring firefighter wishing to be promoted, a company or chief officer looking to go to the next level, or a fire chief who wishes to further develop their leadership skills. *Fully Involved Leadership*, written by Chief Gary Ludwig addresses the tenets of leading firefighters at all ranks and levels, and provides a blueprint for not only motivating firefighters but inspiring them; not showing them how much you know, but how much you care; that leadership is not a position or title - it is an action and examples; reminding you that rank does not equate to leadership, the inverted table of organization, and much more! *Fully Involved Leadership* is filled with powerful leadership topics and at its core addresses the values of trust; the two key qualities needed to be a fire service leader - character and competence; how to keep your emotions in check by using I

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before E - intelligence before emotions; how to keep from making a wrong decision; why it is important to show honor to your firefighters, plus a whole lot more! Chief Ludwig offers warm and engaging stories of not only his experiences but other chief officers and how they learned from their mistakes when it comes to leadership. Chief Ludwig provides insights and hard lessons learned that makes you reflect upon the question, "Who would you follow if your life depended upon it?"

The Leader's Greatest Return

Two leadership consultants identify three keys to being a more effective leader: knowing your strengths and investing in others' strengths, getting people with the right strengths on your team, and understanding and meeting the four basic needs of those who look to you for leadership.

Fully Involved Leadership

The New York Times bestselling book about the early development, growth, and exercise of leadership from Pulitzer Prize-winning author Doris Kearns Goodwin "should help us raise our expectations of our national leaders, our country, and ourselves" (The Washington Post). "After five decades of magisterial output, Doris Kearns Goodwin leads the league of presidential historians" (USA TODAY). In her "inspiring" (The Christian Science Monitor) Leadership, Doris Kearns Goodwin draws upon the four presidents she has studied most closely—Abraham Lincoln, Theodore Roosevelt, Franklin D. Roosevelt, and Lyndon B. Johnson (in civil rights)—to show how they recognized leadership qualities within themselves and were recognized as leaders by others. By looking back to their first entries into public life, we encounter them at a time when their paths were filled with confusion, fear, and hope. Leadership tells the story of how they all collided with dramatic reversals that disrupted their lives and threatened to shatter forever their ambitions. Nonetheless, they all emerged fitted to confront the contours and dilemmas of their times. At their best, all four were guided by a sense of moral purpose. At moments of great challenge, they were able to summon their talents to enlarge the opportunities and lives of others. Does the leader make the times or do the times make the leader? "If ever our nation needed a short course on presidential leadership, it is now" (The Seattle Times). This seminal work provides an accessible and essential road map for aspiring and established leaders in every field. In today's polarized world, these stories of authentic leadership in times of apprehension and fracture take on a singular urgency. "Goodwin's volume deserves much praise—it is insightful, readable, compelling: Her book arrives just in time" (The Boston Globe).

Report from Engine Co. 82

"Lead Yourself First makes a compelling argument for the integral relationship between solitude and leadership." --The Wall Street Journal Throughout history, leaders have used solitude as a matter of course. Martin Luther King found moral courage while sitting alone at his kitchen table one night during the Montgomery bus boycott. Jane Goodall used her intuition in the jungles of central Africa while learning how to approach chimps. Solitude is a state of mind, a space where you can focus on your own thoughts without distraction, with a power to bring mind and soul together in clear-eyed conviction. But these days, handheld devices and other media leave us awash with the thoughts of others. We are losing solitude without even realizing it. To find solitude today, a leader must make a conscious effort. This book explains

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why the effort is worthwhile and how to make it. Through gripping historical accounts and firsthand interviews with a wide range of contemporary leaders, Raymond Kethledge (a federal court of appeals judge) and Michael Erwin (a West Pointer and three-tour combat veteran) show how solitude can enhance clarity, spur creativity, sustain emotional balance, and generate the moral courage necessary to overcome adversity and criticism. Anyone who leads anyone--including oneself--can benefit from solitude. With a foreword by Jim Collins (author of the bestseller *Good to Great*), *Lead Yourself First* is a rallying cry to reclaim solitude--and all the benefits, both practical and sublime, that come with it.

A First-Rate Madness

A fresh look at what it means to lead from two of the biggest names in leadership In these turbulent times, when the very foundations of organizations and societies are shaken, leaders need to move beyond pessimistic predictions, trendy fads, and simplistic solutions. They need to turn to what's real and what's proven. In their engaging, personal, and bold new book, Kouzes and Posner reveal ten time-tested truths that show what every leader must know, the questions they must be prepared to answer, and the real-world issues they will likely face. Based on thirty years of research, more than one million responses to Kouzes and Posner's leadership assessment, and the questions people most want leaders to answer *Explores the fundamental, enduring truths of leadership that hold constant regardless of context or circumstance-leaders make a difference, credibility, values, trust, leading by example, heart, and more Shows emerging leaders what they need to know to be effective; fans of The Leadership Challenge will find a dynamic new look at the real challenges leaders face today Drawing from cases spanning three generations of leaders from around the world, this is a book leaders can use to do their real and necessary work-bringing about the essential changes that will renew organizations and communities.*

Strengths Based Leadership

Grow the Whole Person to Grow the Whole Leader This long-awaited third edition turns leadership development inside out for a new generation of authentic, purpose-inspired leaders. Balancing timeless principles with emerging research, this new edition offers:

- Two new chapters: "Story Mastery" and "Coaching Mastery"
- New case studies, stories, and exercises in every chapter
- New validating research from the frontiers of leadership, neuroscience, psychology, and human potential
- An even more powerful and transformative development experience

Now framed in eight profound and pragmatic "mastery areas," this book serves as an integrated growth experience that helps leaders understand how to harness their authentic, value-creating influence and elevate their impact. Cashman demonstrates that his trademark "grow the whole person to grow the whole leader" approach, focusing on purpose-driven leadership, is even more relevant in today's hypercomplex world. For everyone from CEOs to emerging leaders, this new edition of a proven classic advances the art and science of leadership.

Creating Leaderful Organizations

The New York Times – bestselling time management book from the author of *The 7 Habits of Highly Effective People*. Stephen R. Covey's *First Things First* is the gold standard for time management books. His principle-centered approach for prioritizing gives you time management tips that enable you to make changes and sacrifices needed in order to obtain

happiness and retain a feeling of security. First Things First: The Interactive Edition takes Dr. Covey's philosophy and remasters the entire text to include easy-to-understand infographics, analysis, and more. This time-saving version of First Things First is the efficient way to apply Dr. Covey's tested and validated time management tips, while retaining his core message. This guide will help you:

- Get more done in less time
- Develop and retain rich relationships
- Attain inner peace
- Create balance in your life

And, put first things first "Covey is the hottest self-improvement consultant to hit US business since Dale Carnegie." —USA Today "Covey has reached the apex with First Things First. This is an important work. I can't think of anyone who wouldn't be helped by reading it." —Larry King, CNN "These goals embody a perfect balance of the mental, the physical, the spiritual, and the social." —Booklist

First, Last, and Always

Become a passionate, purposeful, and meaningful leader through identifying who you are, your strengths, and your skills. New York Times bestselling author Stedman Graham's Identity Leadership is a very personal and prescriptive guide that is based on his philosophy that a leader can't lead others until he can first lead himself—the more he works on himself -- the more he can give to those around him. To know our purpose in life, we begin with our passions, skills, and talents, and with this book we learn how to channel the best of who we are to achieve success for ourselves and those we lead. In Identity Leadership, Graham examines why self-awareness matters, how leaders lead, the importance of communication, and much more. He then shows the reader how to step into their role as a leader and create their identity leadership plan. Key to the journey is believing in yourself, knowing your competence, continually challenging yourself, and being patient with yourself. Graham uses anecdotes from his own life, as well as discussing successful leaders, to illustrate the importance of identity leadership in each of our lives. Self-leaders can create a roadmap that leads to personal growth, development, and improvement of performance in every area of life. Identity Leadership provides the tools—self-awareness, emotional intelligence, discipline, and more—needed to continually plan and execute learning and development of our talents and skills. These tools enable readers to commit to a personal vision and lead with purpose.

Leadership Strategy and Tactics

DEMOS Senior Fellow and self-proclaimed "Tiger Mother of the U.S. economy" Ann Lee has a message for her fellow Americans: stop whining about China and start learning from them instead. She focuses on what Chinese success can teach us in several broad areas: education policy, economic policy and financial markets, foreign policy, strategic planning, and the benefits of a meritocratic political system.

Your First Leadership Job

What is the greatest return on a leader's time? After leaders have invested in their own leadership growth, what is the best way to accomplish their vision and grow their organizations? Develop leaders! The more leaders an organization has and the better equipped they are to lead, the more successful the organization and all of its leaders. Number one New York Times bestselling author John C. Maxwell is often identified as the most influential leadership expert in the world. In the last twenty-five years, he has grown from equipping a handful of leaders in one organization to developing millions of business, government, and nonprofit leaders in every country around the world. In *The Leader's Greatest*

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Return, Maxwell shares the most important lessons he's learned about the leadership development process over the last quarter century. He instructs readers in how to Recognize potential leaders Attract leaders by creating a leadership "table" Work themselves out of a job by equipping and empowering leaders Position leaders to build a winning team Coach leaders to higher levels and make them leadership developers themselves This is where leaders really experience the compounding value of developing leaders and go to the highest levels of leadership themselves. Anyone who wants to take the next step in their leadership, build their organization or team today, and create their legacy for tomorrow needs to read The Leader's Greatest Return.

Fit In, Stand Out

The Challenge Built to Last, the defining management study of the nineties, showed how great companies triumph over time and how long-term sustained performance can be engineered into the DNA of an enterprise from the very beginning. But what about the company that is not born with great DNA? How can good companies, mediocre companies, even bad companies achieve enduring greatness? The Study For years, this question preyed on the mind of Jim Collins. Are there companies that defy gravity and convert long-term mediocrity or worse into long-term superiority? And if so, what are the universal distinguishing characteristics that cause a company to go from good to great? The Standards Using tough benchmarks, Collins and his research team identified a set of elite companies that made the leap to great results and sustained those results for at least fifteen years. How great? After the leap, the good-to-great companies generated cumulative stock returns that beat the general stock market by an average of seven times in fifteen years, better than twice the results delivered by a composite index of the world's greatest companies, including Coca-Cola, Intel, General Electric, and Merck. The Comparisons The research team contrasted the good-to-great companies with a carefully selected set of comparison companies that failed to make the leap from good to great. What was different? Why did one set of companies become truly great performers while the other set remained only good? Over five years, the team analyzed the histories of all twenty-eight companies in the study. After sifting through mountains of data and thousands of pages of interviews, Collins and his crew discovered the key determinants of greatness -- why some companies make the leap and others don't. The Findings The findings of the Good to Great study will surprise many readers and shed light on virtually every area of management strategy and practice. The findings include: Level 5 Leaders: The research team was shocked to discover the type of leadership required to achieve greatness. The Hedgehog Concept (Simplicity within the Three Circles): To go from good to great requires transcending the curse of competence. A Culture of Discipline: When you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great results. Technology Accelerators: Good-to-great companies think differently about the role of technology. The Flywheel and the Doom Loop: Those who launch radical change programs and wrenching restructurings will almost certainly fail to make the leap. "Some of the key concepts discerned in the study," comments Jim Collins, "fly in the face of our modern business culture and will, quite frankly, upset some people." Perhaps, but who can afford to ignore these findings?

First In, Last Out

" The highly anticipated follow-up to the acclaimed bestseller Start With Why Simon Sinek's mission is to help people wake up every day inspired to go to work and return home every night fulfilled by their work. His first book, Start With Why, offered the essential starting point, explaining the power of focusing on WHY we do what we do, before getting into the details of

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WHAT and HOW. Start With Why became an instant classic, with a loyal following among Fortune 500 companies, entrepreneurs, nonprofits, governments, and the highest levels of the U.S. Military. Now Sinek is back to reveal the next step in creating happier and healthier organizations. He helps us understand, in simple terms, the biology of trust and cooperation and why they're essential to our success and fulfillment. Organizations that create environments in which trust and cooperation thrive vastly out perform their competition. And, not coincidentally, their employees love working there. But "truly human" cultures don't just happen; they are intentionally created by great leaders. Leaders who, in hard times, would sooner sacrifice their numbers to protect their people, rather than sacrifice people to protect their numbers, are rewarded with deeply loyal teams that consistently contribute their best efforts, ideas and passion. As he did in Start With Why, Sinek illustrates his points with fascinating true stories from many fields. He implores us to act sooner rather than later, because our stressful jobs are literally killing us. And he offers surprisingly simple steps for building a truly human organization"--

Leadership from the Inside Out

An investigation into the correlation between mental illness and successful leadership reveals the disorders of notable leaders and explains how their struggles enabled them to empathize, recognize threats, and respond appropriately during a crisis.

Leadership

A WALL STREET JOURNAL BESTSELLER "Five gritty leaders whose extraordinary passion and perseverance changed history...a gripping read on a timeless and timely topic" —Angela Duckworth, #1 bestselling author of Grit An enthralling historical narrative filled with critical leadership insights, Forged in Crisis, by celebrated Harvard Business School historian Nancy Koehn, spotlights five masters of crisis: polar explorer Ernest Shackleton; President Abraham Lincoln; legendary abolitionist Frederick Douglass; Nazi-resisting clergyman Dietrich Bonhoeffer; and environmental crusader Rachel Carson. What do such disparate figures have in common? Why do their extraordinary stories continue to amaze and inspire? In delivering the answers to those questions, Nancy Koehn offers a remarkable template by which to judge those in our own time to whom the public has given its trust. She begins each of the book's five sections by showing her protagonist on the precipice of a great crisis: Shackleton marooned on an Antarctic ice floe; Lincoln on the verge of seeing the Union collapse; escaped slave Douglass facing possible capture; Bonhoeffer agonizing over how to counter absolute evil with faith; Carson racing against the cancer ravaging her in a bid to save the planet. The narrative then reaches back to each person's childhood and shows the individual growing—step by step—into the person he or she will ultimately become. Significantly, as we follow each leader's against-all-odds journey, we begin to glean an essential truth: leaders are not born but made. In a book dense with epiphanies, the most galvanizing one may be that the power to lead courageously resides in each of us. Whether it's read as a repository of great insight or as exceptionally rendered human drama, Forged in Crisis stands as a towering achievement.

Leadership on the Line

An updated edition of the blockbuster bestselling leadership book that took America and the world by storm, two U.S. Navy SEAL officers who led the most highly decorated special operations unit of the Iraq War demonstrate how to apply powerful leadership principles from

the battlefield to business and life. Sent to the most violent battlefield in Iraq, Jocko Willink and Leif Babin's SEAL task unit faced a seemingly impossible mission: help U.S. forces secure Ramadi, a city deemed "all but lost." In gripping firsthand accounts of heroism, tragic loss, and hard-won victories in SEAL Team Three's Task Unit Bruiser, they learned that leadership—at every level—is the most important factor in whether a team succeeds or fails. Willink and Babin returned home from deployment and instituted SEAL leadership training that helped forge the next generation of SEAL leaders. After departing the SEAL Teams, they launched Echelon Front, a company that teaches these same leadership principles to businesses and organizations. From promising startups to Fortune 500 companies, Babin and Willink have helped scores of clients across a broad range of industries build their own high-performance teams and dominate their battlefields. Now, detailing the mind-set and principles that enable SEAL units to accomplish the most difficult missions in combat, *Extreme Ownership* shows how to apply them to any team, family or organization. Each chapter focuses on a specific topic such as Cover and Move, Decentralized Command, and Leading Up the Chain, explaining what they are, why they are important, and how to implement them in any leadership environment. A compelling narrative with powerful instruction and direct application, *Extreme Ownership* revolutionizes business management and challenges leaders everywhere to fulfill their ultimate purpose: lead and win.

Forged in Crisis

Silicon Valley pioneer Ray Zinn, CEO of top microchip company Micrel for 37 years, shows entrepreneurs and executives how to lead and succeed by tackling the Tough Things First In high school, Ray Zinn's track coach told him he was too short to run the hurdles. Ray took this as a challenge and, after months of hard training, became the fastest hurdler on the team. That drive and self-discipline is, to Zinn, the essence of the entrepreneurial spirit. It's what pushed him to achieve the impossible, founding a Silicon Valley microchip company—without venture capital—and turning it into a global empire with an enviable 37-year track record as CEO. *Tough Things First*, the distillation of Ray Zinn's astonishing career as CEO of Micrel, is a comprehensive head-to-toe training program for entrepreneurs and leaders—based on hard-won lessons in business and in life. Zinn's tough-love approach gives you the guidance you need to:

- Find your vision, set your goals, and make them happen
- Build your business like you'd train your body: with heart, soul, mind, and passion
- Master the psychological disciplines that will sharpen your focus and drive
- Create a corporate culture that engages employees and inspires confidence
- Put people first and push them to achieve their personal best
- Tackle the tough jobs today—and ensure your success tomorrow

Zinn tells you what it takes to succeed in a world where markets are constantly changing, new technologies are emerging, and small startups are going head to head with industry giants. He shows you how to be a good leader and what you can do to make yourself even better. He reveals why discipline is the first and most important step—for the entrepreneur and the organization—and why people are your single most valuable resource. He offers practical, no-nonsense advice on processes and procedures, finances and growth creation, changing markets and new technology. But that's not all. The key to your success, Zinn explains, lies in your mind, your body, your vision, and your heart. This book shows you how to develop these interconnected skills, how to integrate them into your life and work, and how to handle the tough things first. As the trailblazing founder and CEO of Micrel, Inc., one of the world's leading microchip companies, Ray Zinn bootstrapped his company, achieved consistent profitability, and delivered a total equity value of more than \$800 million at its acquisition. In 37 years of leading this publicly traded microchip empire, he saw it through the dot-com bust and Great Recession—with only one unprofitable year—relying on his discipline as a leader, passion as an inventor, and

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training as an athlete. In 2015, Zinn stepped down as Micrel's CEO and is in the process of launching a Silicon Valley accelerator that will help business visionaries build profitable, enduring companies.

The Engine Company

What does it take to lead people into a burning building? How do the leaders of the New York City Fire Department develop so much loyalty, trust, and grace under pressure that their subordinates will risk their very lives for them? As a high-ranking officer of the FDNY, John Salka is an expert at both practicing and teaching high-stakes leadership. In *First In, Last Out*, he explains the department's unique strategies and how they can be adopted by leaders in any field—as he has taught them to organizations around the country. In a tough-talking, no-nonsense style, Salka uses real-world stories to convey leadership imperatives such as: first in, last out—your people need to see you taking the biggest risk, as the first one to enter the danger zone and the last to leave manage change—the fire you fought yesterday is not the one you'll be fighting tomorrow communicate aggressively—a working radio is worth more than 20,000 gallons of water create an execution culture—focus your people on the flames, not the smoke commit to reality—never allow the way you would like things to be to color how things are develop your people—let them feel a little heat today or they'll get burned tomorrow Illustrated by harrowing real-life situations, the principles in *First In, Last Out* will help managers become more confident, coherent, and commanding. On the web: <http://www.firstinleadership.com>

Leadership for the Twenty-first Century

Rick Lasky and John Salka are two of the most dynamic and inspirational leaders in the fire service. Their book, *Five Alarm Leadership*, is a compilation of leadership lessons learned, situations handled, decisions made, and problems solved during their combined 60-plus years of fire service experience. Also included is a special introduction by Chief (ret.) Bobby Halton, Editor-in-Chief of *Fire Engineering* magazine, outlining the nature of transformational leadership and its power to inspire excellence in the fire service.

Ten Days that Shook the World

"This book is a slice of intensified history—history as I saw it." So begins John Reed's first-hand account of the Bolshevik Revolution of 1917. Much anticipated when it was published in 1919, Reed's narrative remains as riveting today as when the events he describes were still reverberating throughout the world. Reed was hardly a disinterested observer, and his involvement in the Communist labor movement lends urgency and passion to his classic account. He vividly describes events in Petrograd in November 1917, when Vladimir Lenin and the Bolsheviks stormed the Winter Palace and seized the reins of power. Despite Reed's personal leanings, which he made no attempt to hide, the book garnered praise from luminaries across the political spectrum. George F. Kennan, the American diplomat, and father of the policy of Soviet containment, said that "Reed's account of the events of that time rises above every other contemporary record for its literary power, its penetration, its command of detail. It will be remembered when all others are forgotten." Reed was committed to telling the story of the Russian revolution as truthfully as possible. That the book was banned by Russian premier Josef Stalin is a testament to the author's success in carrying out his mission. One hundred years after Russia and the world trembled, *Ten Days that Shook the World* brings

alive the momentous events of 1917.

Lead Yourself First

FIVE STAR REVIEW by READERS' FAVORITE A story about first loves, lasting friendships, and remembering that family will always be there, whether you realize it or not. CHARLOTTE Hubbard dreams about falling in love on a daily basis, but she's long rejected the idea that someone would ever be interested in an overweight, unappealing girl like her; an opinion that is shared by her way more popular and attractive sister who seems to enjoy pointing out Charlotte's flaws as much as possible. AND . . . Then there's MILES Fiester, who thinks that making the basketball team is as impossible as getting the girl he's liked since grade school to notice him. He'd have more luck getting his deadbeat dad to visit him for a day. But, in the first few weeks of high school, Charlotte and Miles come to discover that life is unpredictable, love happens when you least expect it, and there's always a first for everything."

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