

LEAD WELL

BOOK REVIEW

Leadership on the Line

Heifetz & Linsky

KEY PRINCIPLE

Hope of leadership lies in the capacity to deliver disturbing news and raise difficulty questions in a way that people can absorb.

APPLICATION

The book has many practical insights to help leaders navigate challenges - a few are below.

ANCHOR YOURSELF

- Distinguish between your role and yourself. When people question your performance it is easy to take it personally. However, if you have a good sense of role vs. person it is easier to keep it at a professional level.

ALLIES vs. CONFIDANTS

- Allies are people who share many of your values or at least strategy and operate across organizational or factional boundaries. Cannot always be loyal to you because have other ties to honor. Can help you understand competing stakes, conflicting views, missing elements.
- Confidants have few if any conflicting loyalties. Interests perfectly aligned with yours. A place where you can say everything that is on your mind and heart without being filtered, sugar-coated or organized. Emotions and jumbled words are okay as you get mess out on the table and sorted out.

SANCTUARY

- Have a readily available place for a physical anchor and source of sustenance. Place for reflection and renewal that is safe. EX: jogging path, chair in your house

Kathy Crockett

+ CO