



# Fearless Leadership: How to Overcome Behavioral Blindspots and Transform Your Organization (Business Books)

By Loretta Malandro

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## **Fearless Leadership: How to Overcome Behavioral Blindspots and Transform Your Organization (Business Books) By Loretta Malandro**

### **Do you want to move your team, leaders, or company in a new direction?**

*Fearless Leadership* provides you with the tools to successfully drive change, overcome obstacles, and engage and align people in working effectively together to achieve your business objectives.

Leadership guru Dr. Loretta Malandro has developed a groundbreaking behavior-based methodology that is used around the globe to create top-performing leaders and high-performance organizations. It is based on a simple but profound concept: In order to change your organization, you must be willing to alter your behavior and help others make the choice to change their behavior. This means demanding 100% accountability from your people--and yourself. In today's ultra-competitive business environment, a new leadership approach is needed. *Fearless Leadership* takes you step by step through the process of raising behavioral standards that directly impact the bottom line. You will learn the secrets behind:

- Confronting the blind spots that sabotage success
- Overcoming the success-strangling "need to be right"
- Eliminating silo mentality and building committed partnerships
- Ending compliance and gaining full support and alignment
- Talking straight and confronting difficult situations head on
- Building a culture of 100% accountability

Too many people in leadership positions attempt to enact change through systemic means, such as restructuring or altering processes. The secret to real and lasting change lies in changing behavior--how people work together. Change the level of ownership and performance of people and you will transform your organization.

Leaders who are able to act courageously when faced with uncertainty or fear, take bold stands, and engage with people in very real ways are those who generate great and long-lasting results. *Fearless Leadership* shows you how.

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### **Editorial Review**

From the Back Cover

#### **Lead by example. Lead without fear.**

"This is not another theoretical business book. It is a book about fearless leadership in action--the spirit, resiliency, quick alignment, and the ability of teams to generate possibilities and results despite tough economic conditions. The process Loretta describes in this book works--if you have the courage to lead in a new way."

**Jim Gowans, President and CEO, De Beers Canada**

"Successful leaders take a hard stand about paying for performance, and do not fall into the trap of paying for effort. Loretta tells leaders exactly how to accomplish this by creating an environment where people take personal accountability, collaborate, and hold each other accountable for consistent exceptional results."

**Raj Gupta, Chairman and CEO, Rohm and Haas Company**

"Once again Dr. Malandro hits the bull's eye. This book articulates a powerful strategy for leaders who aspire to be more than ordinary by building a high performance culture that produces consistent extraordinary results. I know it works. With her help, I have been there and have reveled in the success."

**Frank Patalano, former Chief Operating Officer, Zurich North America**

"Loretta's book is a powerful roadmap for anyone committed to being a transformational leader. It provides clear, actionable steps that drive organizational growth and long term success."

**Raj Rawal, Senior Vice President and Chief Information Officer, Burger King Corporation**

"*Fearless Leadership* is an exciting and valuable book that will profoundly influence global leaders at a time when a new approach is urgently needed. This book is a compelling call to action that every leader must read."

**John J. Ryan, President and CEO, Rabo AgriFinance**

"The most difficult leadership challenge is changing behaviors. For companies to be different, leaders must lead differently. Loretta is the best at helping make these concepts real and actionable."

**David M. Thomas, former Chairman and CEO, IMS Health and former Senior VP, IBM**

"At a time of unprecedented challenges to complicated academic and research institutions and when complacency from past successes collides with the harshness of today's environment, new leadership solutions are required. This thought provoking book provides leaders with new perspectives and skills that can be of immediate impact."

**Michael A. Friedman, MD President and CEO, City of Hope**

"This groundbreaking book is the first to clearly identify the behavioral barriers to change that every leader faces and provide a powerful solution that every leader can apply. Based on the business results we have achieved, I can tell you unequivocally that the process Loretta describes in this book works."

**J. LaMont Keen, President and CEO, Idaho Power**

"Loretta knows how to build a management team that will give any company a clear competitive advantage."

She has described it all in this new book. A book that is sure to make it to the 'must read' list of business books in 2009 and beyond."

**Frank Proto, Chairman of the Board, Agrium Inc**

"This insightful book clearly identifies how behavior sabotages personal and organizational success, and what to do about it. The powerful solution provided by Malandro--100% accountability--is exactly what every company needs, especially today."

**Greg Stewart, P.Ag., President and CEO, Farm Credit Canada**

"Kotter defined the problem-change efforts routinely fall short because they fail to alter behavior--and Malandro delivers the solution. This impressive book provides leaders with the sure-fire process for achieving sustainable behavioral change and getting the business results they want, fast."

**Janet Plaut Giesselman, president and general manager, Dow Oil and Gas**

"Are you a CEO or leader? Need a sustainable high-performance team fast? And the courage to make tough calls? Then read Malandro."

**John Willson, board of directors, Finning International and Nexen**

"Loretta has nailed the real issue in one blow. People are the business. This compelling book tells you how to build personal accountability, great leaders, and a great organization."

**Mark Cutifani, Chief Executive Officer, AngloGold Ashanti**

"If you are looking for a step change in leadership performance, then you need to read this book. Unlock the potential and learn how to drive the actions, behaviors, and sustainable business performance that you expect. It works."

**Mike Waites, President and CEO, Finning International**

"The leadership arena today is a giant mine field with both great ideas and unproven nonsense. Thankfully, Malandro delivers the real deal. This book is filled with concrete ideas for building high-performance organizations. I've applied many of them with great success. It's well worth the read."

**Marvin Romanow, President and CEO, Nexen**

About the Author

**Dr. Loretta Malandro** is president and CEO of Malandro Consulting Group, a firm with 35 years' experience working with clients worldwide across diverse industries. The company is known for rapidly transforming organizational effectiveness and business results through high performance leaders, teams, and cultures.

## **Users Review**

**From reader reviews:**

**Lucille Wood:**

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The reserve with title Fearless Leadership: How to Overcome Behavioral Blindspots and Transform Your Organization (Business Books) includes a lot of information that you can study it. You can get a lot of help after read this book. This particular book exist new knowledge the information that exist in this guide represented the condition of the world at this point. That is important to yo7u to learn how the improvement of the world. That book will bring you in new era of the syndication. You can read the e-book on your smart phone, so you can read the item anywhere you want.

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