



# Everyone a Leader: A Grassroots Model for the New Workplace

*Horst Bergmann, Kathleen Hurson, Darlene Russ-Eft*

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Imagine if every employee does what it takes to help his or her organization reach its goals, a place where everyone is a leader.

If chaos and confusion come to mind, think again! Spreading leadership and decision-making responsibilities liberates, inspires, and motivates everyone to achieve more and contribute the maximum-making a positive impact on both productivity and business results.

Step in, CLIMB(TM) up.

Based on a landmark study that involved 2,000 people across 450 organizations, Everyone A Leader explores the critical moments when employees at all levels step forward into leadership roles. The findings are summarized in five key strategies the authors call the CLIMB model of leadership effectiveness:

- \* Create a compelling future.
- \* Let the customer drive the organization.
- \* Involve every mind.
- \* Manage work horizontally.
- \* Build personal credibility.

Each chapter in this breakthrough book brings the CLIMB strategies to life with powerful first person stories and anecdotes that effectively highlight the small, often-overlooked turning points in an organization's daily life. Turning points made possible by grassroots leaders.

The CLIMB model's step-by-step tools for grassroots leaders build competencies such as presenting thoughts and ideas, listening proactively, giving recognition, managing priorities, turning conflict into collaboration, identifying and meeting unspoken customer needs, and many, many more.

No other book offers such compelling proof that-equipped with proper tools and support-everyone has the potential to be a leader and to make a difference. To remain agile and responsive in today's dynamic global marketplace, successful organizations recognize the critical need for greater flexibility, knowledge, and adaptability across the entire organization. To do so means everyone must learn to be a leader.

"Everyone A Leader explodes the myth that only people with official titles, big salaries, and high profiles mobilize others to get extraordinary things done. It makes the compelling case-backed by research and inviting anecdotes-that leaders emerge from all levels in all types of organizations. . . . You will learn how to make more of a difference once you've read and applied Everyone A Leader. This stellar book is not only a significant contribution to the field, it's also a rallying cry for all of us to leave a more lasting legacy." -Jim Kouzes, coauthor, *The Leadership Challenge* and Chairman, Tom Peters Group/Learning Systems.

"This work skillfully distills hundreds of observed experiences into a five-part strategic model, highlighting those behaviors most likely to produce successful leadership results. Both emerging and experienced leaders

. . . can learn from Everyone A Leader. It offers a pragmatic roadmap for success!" -Major General Garry L. Parks, U.S. Marine Corps.

"Everyone A Leader is cause for rejoicing. The authors understand the key reality shaping today's organizations: leaders can emerge from anywhere. Their book is an invaluable tool . . . full of wise observations and practical advice." -Sally Helgesen, author, The Web of Inclusion.

"Everyone A Leader is a wonderfully actionable guide for creating a broad, take charge, leadership culture." -Ron Zemke, author, the Knock Your Socks Off Service series.

"If you want co-workers who are productive, satisfied, and willing to shoulder the responsibility of making your organization stronger, this timely and inspiring nuts-and-bolts account of democratic leadership is for you." -Meena Surie Wilson, PhD, Global Initiatives Group, Center for Creative Leadership.

"Finally, a leadership book for today's flat, dynamic, team-based organizations . . . This is the model." -Todd W. Arnold, Vice

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