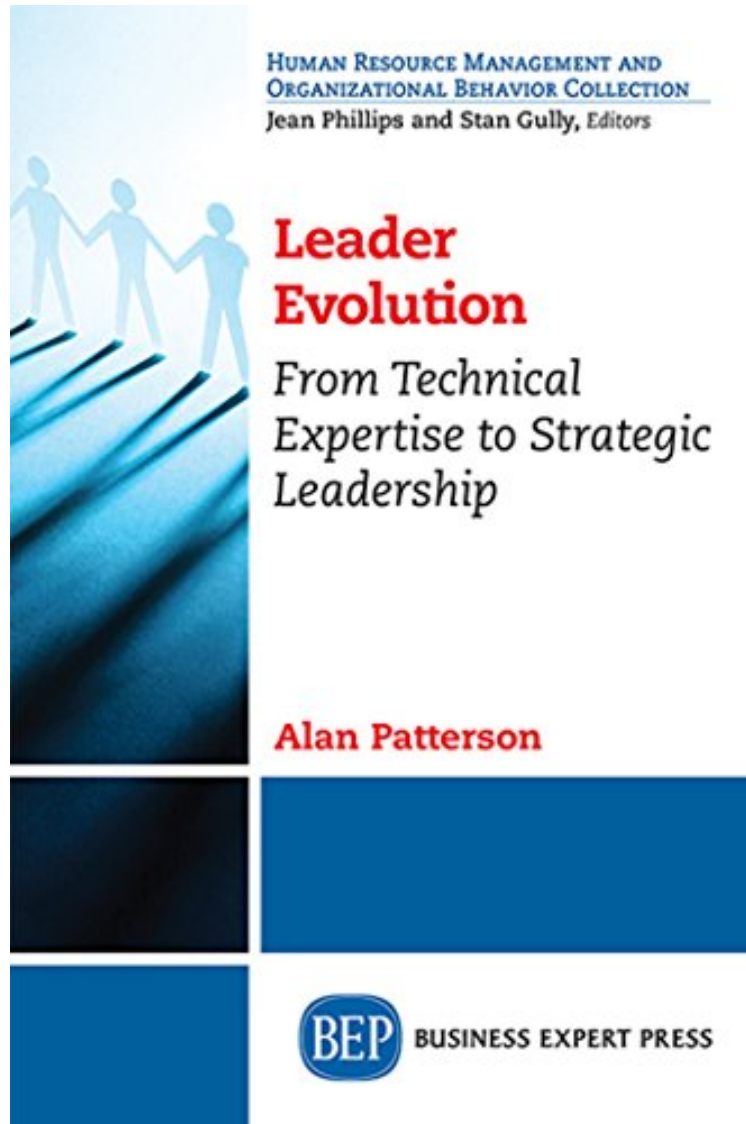


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Leader Evolution:: From Technical Expertise to Strategic Leadership

Alan Patterson

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Alan Patterson : Leader Evolution:: From Technical Expertise to Strategic Leadership before purchasing it in order to gage whether or not it would be worth my time, and all praised Leader Evolution:: From Technical Expertise to Strategic Leadership:

0 of 0 people found the following review helpful. yet easy to read and digestBy Laurence G. LeeDr. Patterson provides a comprehensive, yet easy to read and digest, roadmap identifying the key elements that align to define a path to successful leadership development. He accomplishes the task in a manner that is relevant to the private sector, to

government, and to individuals at any stage of their career. The leadership development model described in the book is particularly germane to organizations that have a scientific or technical workforce component. Central concepts are clearly explained, and a number of pertinent works by other authors and researchers in the field are cited. The core of the model is introduced by examining the context — or background — defined by an individual's knowledge, skills, abilities, and behavior and the role each plays in eventual leadership evolution. Dr. Patterson advances his model development in subsequent chapters by focusing on the following essential elements: expertise, credibility, alignment and execution, and strategy. The systematic application of the model is complete when the spotlight turns from the leadership building blocks to the transition of technical experts into organizational leaders. The book is written in a style that challenges the interested reader to self-examine his or her potential and to ask critical questions regarding one's perspective and thinking with regard to personal leadership development. Also, by the time the reader reaches the final pages, it becomes obvious that the book, itself, can serve as a template for either creating or fine-tuning an organizational leadership development program.

0 of 0 people found the following review helpful. My new Go To Guide on leadership ascension

By Dennis DiPrete

Alan Patterson's insight and advice on progressing through the stages of leadership in a technical organization are incredible. As I read his book, I pictured myself and many of my colleagues at the different stages. It felt intuitive to me as Dr. Patterson explained his concepts and laid out the different stages. I only wish that I had the process drawn out so clearly to me years ago. The simple graphic of the progressive stages of leadership in a technical organization presented in this book showing the path from Expertise, to Creditability, to Alignment and Execution, to Strategy is powerful. I know now how I am going to respond when asked by up and coming engineers how they can get ahead in our firm. Thank you Dr. Patterson

0 of 0 people found the following review helpful. Excellent Technical Leadership Development Resource

By NH Cherie

The logic and practicality of Dr. Patterson's leadership development model is particularly suited to technical professionals with subject matter expertise who are making the shift to management and leadership roles. I've been a learning and development professional in technical organizations for many years, and this book is my new go-to resource. I also highly recommend this model for functional professionals in finance and human resources. Moving from a task/transactional orientation to a leadership role is often a challenge for them as well.

Most individuals who move into leadership positions experience the modern day version of trial by ordeal. It's sink or swim. To reduce the learning curve and create a more effective process, this book describes a road map for leadership development, a series of four stages that expand personal competence as well as create a broader impact on the organization or business. Each stage requires unique changes in thinking, perspective taking, and behavior, both those needed to acquire as well as those needed to jettison. The book is a pragmatic approach for self-motivated individuals to take control of their professional development by giving them the concepts, tools, techniques, and assignments to develop their leadership effectiveness where it counts the most — on the job. While highly relevant to new and existing managers, the book is ideally suited for technical professionals and leaders in technical organizations looking to develop critical leadership skills distinct from technical expertise. The concepts and principles are directed toward the individual for on-the-job application, however, this also serves as an organizational and leadership development resource for Executive MBA programs, as well as a blueprint for in-house leadership development programs.

About the Author

Founder, Mentore