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Leadership in High-Performance Organizational Cultures, Second Edition

Stanley Truskie

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Leadership in High-Performance Organizational Cultures, Second Edition Stanley Truskie Management fads come and go, however leadership principles which have proven to be effective in improving performance and producing lasting results are indelibly preserved. Such is the case of the Truskie s L-4 Leadership Strategy. Introduced in 1999 in his book, Leadership in High Performance Organizational Cultures, this updated and revised second edition expands on his proven leadership model and is enhanced with new and important information. Successfully implemented by thousands of leaders since it was first introduced ten years ago, it continues to be the go to strategy for leaders who are attempting to build a high performing organization in the midst of difficult and challenging economic times. Testimonials by those leaders who have successfully used the model are proof of its effectiveness as a strategy for change and improved performance. This book has been of particular interest to leaders of all levels who provide direction, engage and motivate others to perform as a collaborative team at consistently high levels to produce exceptional results. It has also proven to be a valuable resource to professionals who teach, train, coach and develop those who are either learning about leadership in the classroom, or currently serving in a management position. From his studies and continued professional practice as a Fortune 500 executive coach and leadership professor, Truskie demonstrates how enlightened leaders (and organizations) have abandoned the dated and ineffective top-down management approach in favor of a much more adaptive and engaging one that creates an energized, innovative and results-driven company culture. Dr. Truskie has successfully coached, taught, and/or trained literally thousands of supervisors, managers and executives in organizations of all types and sizes to help them become more effective and successful leaders. The number of those he has professionally helped face-to-face through classroom teaching, training and/or coaching is in the thousands. Those whom he has trained or coached have given countless testimonials about how helpful and beneficial his approach has been in helping them become better leaders. Many have gone on to become presidents and CEOs within their own organizations or with other organizations. Most have said repeatedly that Dr. Truskie s knowledge, information, skills and experience as leadership development professional should be made available to others who need to become more effective leaders rather than top-down managers . Many people naively think that top-down management practices are of a bygone era and hardly exist at all in today s firms, corporations and institutions. They are surprised to learn that top-down management is still the most widely practiced form of leadership in the US today, in all types and sizes of organizations. Those who work for a top-down management organization know firsthand how this approach disengages and diminishes employee motivation and work performance. Results of recent studies, which are cited in the first chapter of my book, support the fact that top-down management practices are reported by many workers, at different levels within organizations. One recent study (June, 2008) found that 25 percent of workers describe their work place as a dictatorship, only 34% think their bosses react well to valid criticism, and only half think their workplace promotes creativity. Eighty percent of those surveyed (over 2500 employees) said they work better when they are given freedom to decide how to perform their job. What is really telling about the survey results is that barely half (51%) of working Americans reported that their coworkers often feel motivated to work and just 52% said their boss treats subordinates well. This book addresses the source of this employee disattisfaction.

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