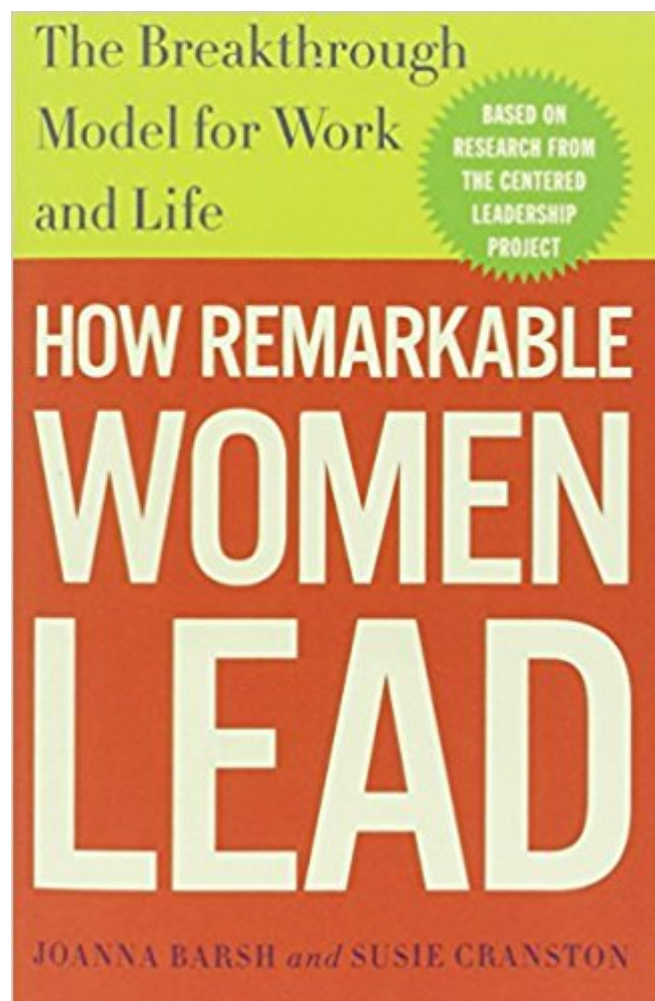




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# How Remarkable Women Lead: The Breakthrough Model For Work And Life



## Synopsis

The Remarkable discoveries about what drives and sustains successful women leaders. Based on five years of proprietary research, *How Remarkable Women Lead* speaks to you as no other book has, with its hopeful outlook and unique ideas about success. It's the new "right stuff" of leadership, raising provocative issues such as whether feminine leadership traits (for women and men) are better suited for our fast-changing, hyper-competitive, and increasingly complex world. The authors, McKinsey & Company consultants Joanna Barsh and Susie Cranston, establish the links between joy, happiness, and distinctive performance with the groundbreaking model of Centered Leadership. The book's personal stories and related insights show you the magic that happens when you put the five elements of Centered Leadership—meaning, framing, connecting, engaging, and energizing—to work. They include:

- How Alondra de la Parra built on her strengths and passions to infuse her life with meaning and make her way in the male-dominated world of orchestra conducting
- How Andrea Jung, the CEO of Avon, avoided a downward spiral when the company turned down by "firing herself" on Friday and re-emerging on Monday as the "new" turnaround CEO
- How Ruth Porat's sponsors at Morgan Stanley not only helped her grow but were also her ballast for coping with difficult personal and professional times
- How Eileen Naughton recovered after losing her dream job, landing on her feet at Google and open to a new leadership opportunity
- How Julie Coates of Woolworth's Australia makes energy key to her professional success, with reserves for her "second shift" as wife and mother

*How Remarkable Women Lead* is both profoundly moving and actionable. Woman or man, you'll find yourself in its pages and emerge with a practical plan for breaking through at both work and in life. From the Hardcover edition.

## Book Information

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## Customer Reviews

"How Remarkable Women Lead offers some interesting ideas, such as learning to frame events in a positive light and to adapt to setbacks with optimism rather than self-doubt and pessimism. But some of the book's interviews with top executives—like Avon's Andrea Jung, Xerox's Anne Mulcahy and former Qantas chairman Margaret Jackson—are long on platitudes and short on the details of how these business leaders handled various challenges."--The Wall Street Journal

"We are always looking for new perspectives on growing great women leaders. How Remarkable Women Lead is a great read, with real insights and actionable ideas! The inspiring stories give an intimate look at how remarkable women really get things done, providing a development model valuable to both women and men. This refreshing and action-oriented book stands out!"—Susan P. Peters, vice president, executive development and chief learning officer, General Electric

"What makes this book singular and valuable is its wide-lens focus on the personal qualities that lead to exemplary leadership. Don't be taken in by the title: men have as much to learn from this book as women."—Warren Bennis, distinguished professor of Business Administration and university professor, University of Southern California, and author of On Becoming a Leader

"Here are the stories of amazing women leaders in the context of an imaginative and pragmatic framework that rests on a rich fact base. It puts to rest stereotypes we have about who leaders are and how to lead. The seeds for our future are in here. The new CEO is a woman or a man who is not afraid to drop the John Wayne costume."—Gary Hamel, author of The Future of Management and Leading the Revolution

"How Remarkable Women Lead is a book that will truly resonate with all women. It is personal, powerful, and revealing and thereby true to how we women live and lead. The storytelling makes this unlike any business book I know; these are people who have faced every challenge imaginable and still made their mark. So truthful, so revealing, it's a book at once inspirational and practical—a unique duality."—Elizabeth Smith, president, Avon Products, Inc.

"Over the years, I have worked with many remarkable women leaders. I know from personal experience that the talent is there, waiting to be tapped and developed. Investing in women leaders is not only the right thing to do, it makes clear business sense. Developing top talent for high performance is both an art and a science. Joanna Barsh and Susie Cranston provide the vision and the practical ideas to make this

competitive opportunity a reality." —Terry Lundgren, chairman, president, and CEO, Macy's, Inc. "Today's business environment demands fresh ideas — and this book delivers them. It is a great reading experience, with inspiration on every page. How Remarkable Women Lead has lessons for both men and women and tells them through powerful intimate stories. Is it possible to fall in love with a business book about leadership? Yes!" —Gerald Storch, chairman and CEO, Toys "R" Us, Inc. From the Hardcover edition.

JOANNA BARSH joined McKinsey & Company in 1981 and is a senior partner. Along with her consulting work, she leads the McKinsey Centered Leadership Project, whose goal is to help develop women leaders. Joanna is a New York City Commissioner of Women's Issues and received the Girl Scouts Council Woman of Distinction Award and the National Council of Research on Women Award. Joanna is also a trustee of Sesame Workshop. She was a Baker Scholar at Harvard Business School. SUSIE CRANSTON is an organization consultant at McKinsey & Company's San Francisco office. As part of the McKinsey Centered Leadership Project, Susie led a team that completed the research for the Centered Leadership model. She received a B.A. and an M.B.A. from Stanford University. From the Hardcover edition.

This insightful and helpful book is another necessary book for the library of a woman in leadership in any capacity. Using their well-researched and effective Centered Leadership model, Barsh and Cranston walk readers through functional and clearly communicated steps to maximize their work and personal hours. This is not a typical "how to have it all" type of book. In fact, they point out several times that no one can have it all and that there is no such thing as work/life balance. All there is is yourself and your center and maintaining as close to your center as you can. They advocate for self-evaluation as the starting point for career success - what do you want to do? What gives you energy? What drains energy? How do you combat anxiety and fear? Are you someone who needs medication in order to do that? Physical activity is necessary for centering - are you someone who needs a lot or a little to achieve that. Every point the authors make is demonstrated through anecdotes from women with strong leadership experience in a variety of disciplines. I would have liked a few less CEOs and a few more social service or religious leaders, because their leadership challenges would not only add diversity to this book, but would be personally more in line with the challenges I face in my day job. Overall, I would absolutely recommend this book for anyone in leadership - not just women. It's one to read through and refer back to and perhaps even teach from. If you are in any capacity to lead or mentor young women in particular, I would recommend

giving this book a gander to be able to pass on some of its wisdom to them.

This excellent book describes the concept of "Centered Leadership" and breaks it further down into Meaning, Framing, Connecting, Engaging, and Energizing. The description of concepts alternates with specific stories and experiences of top women leaders, for example IMF director Christine Lagarde. This way the story keeps moving very nicely and one finds it difficult to put the book down. My own career journey has so far taken me to a director level of a Fortune 100 company including people leadership. This book helped me to discover that certain traits, my personality and background have helped me be successful. I did not necessarily realize that before reading this book and would not have imagined that these ingredients would be helpful to other women in their career. For example, an optimistic mindset and the consistent habit of treating oneself well by getting enough sleep, exercise and vacation time are part of my behavior pattern, but it was fascinating to understand that they can actually be ingredients of a successful career. Having a meaningful job or role that one has a passion for is obviously great, that we can actually get energized on the job was something I have experienced but never really put in words for myself. Other essentials, like networking became enjoyable and natural only in recent years. I should have made it part of my regular behavior much, much earlier in my career. Bottom Line, I hope many young aspiring professional women will read this book to gain an understanding of Centered Leadership. It will save them time and instead of slowly climbing the career ladder, testing each step carefully, they will be able to fly. Sabine Jansen, Switzerland

Great book! Every woman working outside the home should read this. This book tells you the psychology behind why women do certain things and why we look at things differently from men at work. Only criticism I would have is that it doesn't really go into a lot of detail on how you accomplish some of the advice. The examples of what goes on at work really hit home with me. I will keep this book close by so I can refer to it from time to time when I need to re-direct in my work.

Really great book! Highly recommended for any woman!

Good book. Very motivating to hear that many of these women had to fail and pick themselves back up to build the reputation and career they have today! Good tips would have loved to see some more insight on how to build some of these skills in networking and finding a mentor.

This is a good first listen as I venture into leadership books geared towards women. There are many stories shared here to offer advice on key leadership qualities. Some of these stories resonated with me more than others.

I actually read this book as part of my Masters program. Thank God I did. When I started reading, it did not seem like an interesting book and I was thinking oh god I have to write a report on this. But as I finished the first two chapters, it started to get interesting. There are some areas where you feel its a bit repetitive but still its very inspiring. After reading this book, I changed the way I think and the way I do things both in personal and work life. I always wanted to change my career but was not sure on how to do it but after reading this book and the tips mentioned, I was inspired and figured out a way on how to change my career. I made lots of changes in my career after reading this and I think I am on my way to achieve my goal.

I purchased this book as a gift for a speaker at a meeting for an organization that I run. She is a business leader in our community and talked about leadership, so this book seemed fitting. She seemed very pleased and impressed with the choice! I would definitely give it as a gift again and plan to buy it to read myself!

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