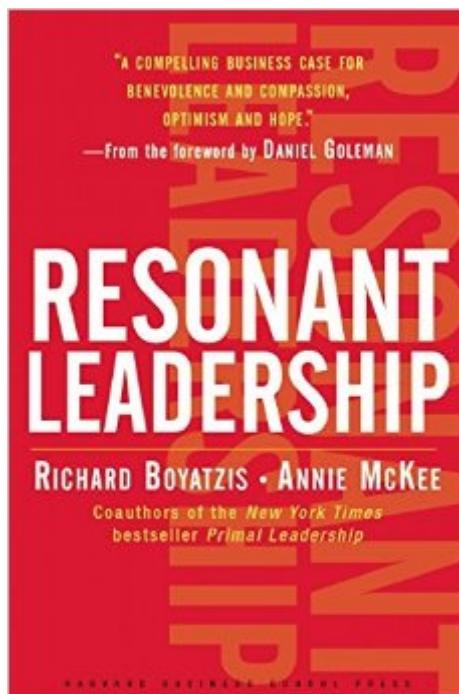


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# Resonant Leadership: Renewing Yourself And Connecting With Others Through Mindfulness, Hope, And Compassion



## **Synopsis**

The blockbuster best seller *Primal Leadership* introduced us to "resonant" leaders--individuals who manage their own and others' emotions in ways that drive success. Leaders everywhere recognized the validity of resonant leadership, but struggled with how to achieve and sustain resonance amid the relentless demands of work and life. Now, Richard Boyatzis and Annie McKee provide an indispensable guide to overcoming the vicious cycle of stress, sacrifice, and dissonance that afflicts many leaders. Drawing from extensive multidisciplinary research and real-life stories, *Resonant Leadership* offers a field-tested framework for creating the resonance that fuels great leadership. Rather than constantly sacrificing themselves to workplace demands, leaders can manage the cycle using specific techniques to combat stress, avoid burnout, and renew themselves physically, mentally, and emotionally. The book reveals that the path to resonance is through mindfulness, hope, and compassion and shows how intentionally employing these qualities creates effective and enduring leadership. Great leaders are resonant leaders. *Resonant Leadership* offers the inspiration--and tools--to spark and sustain resonance in ourselves and in those we lead.

## **Book Information**

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## **Customer Reviews**

I very much enjoyed Drs. Boyatzis and McKee initial offering with Daniel Goleman, "Primal Leadership", so I looked forward to learning more about resonant leadership. I certainly wasn't disappointed. I very much appreciated the author's attention to citations and footnotes, indications of valid and solid research -- something that is becoming increasingly rare in these days of

making-it-up-as-you-go writings. Furthermore, I applaud the authors for having the courage to tackle the very important subject of burnout -- there are more leaders suffering from burnout than one would think. I have simply been amazed at how many burned out executives I have met in my time, and how few of them seemed to realize that they were burned out. Plus, the simple and effective perspectives of attending to Mindfulness, Hope and Compassion are very important indicators for workplace success. While "Resonant Leadership" is an important book for leaders, the one criticism that I have of it is that it is a little light on practical application. For a book that holds a bit more practical applications for leaders, I would highly recommend "Leading People the Black Belt Way" from expert Tim Warneka -- a book that covers similar territory in a similar "applied academics" fashion, but has the added benefit of offering a few more specific, hands on approaches for developing Mindfulness, Hope & Compassion. Overall, I would highly recommend "Resonant Leadership".

The resonant leader is inspirational, creates a positive emotional tone characterized by hope, experiences and demonstrates compassion, and is authentic-in tune with self, others, and the environment. Such leaders exude emotions that are contagious and affect all around them; top leaders can impact an entire organization. These leaders are consciously attuned to people, focus them on a common cause, build a sense of community, and create a climate that unleashes peoples' passion, energy, and unified spirit. The authors have studied such leaders and provide examples of how they sustain resonance through difficult times through a process of intentional change and self-renewal. The book is not only about resonant leaders but how they infuse their organizations with spirit and energy and change them. It provides insights, guidance and exercises that inspire reflection. Research underlying the book's concepts, ideas and practices is cited and explained. The authors have written an inspirational and insightful book with cases that bring the concept of resonant leadership to life. This is an important contribution with enduring value. Highly recommended.

Boyatzis and McKee have made it very easy for all of us who believe that leaders can create highly effective and productive organizations in a reflective, humane way. They've put their vast research base to excellent use in creating this easy to follow guide that helps leaders, OD and HR personnel and coaches create workplaces with open communication, compassion for others, and a low-stress environment, resilient in the face of today's complex business environment. This is a quick read, full of tools easily adaptable for practitioners and case examples. At last! A business case for doing

business in an enlightened way.

Organizational Behavior and Human Resources professor Richard Boyatzis and Co-chair of Teleos Leadership Institute Annie McKee present Resonant Leadership, a guide to the three key elements - mindfulness, hope, and compassion - that are critical to enabling renewal and stability in great leaders. Emphasizing the importance of balance so as to avoid burnout and the precipitation of failure due to exhaustion and excessive stress, Resonant Leadership is an optimistic yet serious-minded discourse about what it takes to be a leader in an increasingly pressurized world. A highly accessible guide filled with examples and plain common sense.

Intesting book - mindfullness, benevolence, compassion, optimism and hope are behaviors that allow leaders to display the very best of their game. If you are one individuals who aspire to be a SUPERB leader who helps, inspires and drives results, this book will certainly be a roadmoap to get there...

Resonant Leadership by David Boyatzis and Annie McKee (Harvard Business School Press, 2005). The bottom line of this book is found in its subtitle: Renewing Yourself and Connecting with Others Through Mindfulness, Hope and Compassion. This might well be one of the most important leadership books I've read. Boyatzis and McKee--well respected researchers, professors and authors--use the physics concept of "resonance" (being in tune) to explain a simple biologic principle that rules our lives: We're creatures whose behaviors and motivations are fueled by our emotions and stimulated by our leaders. And if those leaders are negative in thought, word or deed, they will produce a negative climate and culture, with a negative impact on employee performance. On the other hand, if they approach leadership with a positive vision, they create a culture of employees who succeed and who are renewed, creative, hopeful and compassionate. The authors describe The Sacrifice Syndrome that produces negative attractors and eventually a default state of dissonance. They also describe how such dissonant, even depressed, workers can learn how to climb out of such a negative syndrome by learning and employing The Cycle of Renewal that produces positive attractors--and makes people want to be around you, as a person and as a leader. This week I will be reviewing this book in some detail. I might add that I now recommend it without reservation to every executive client--it's that big a deal. Reviewed by Steve Gladis, Ph.D. December 2010...author of Survival Leadership Blog: [...]The Trusted Leader: Understanding the Trust Triangle

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