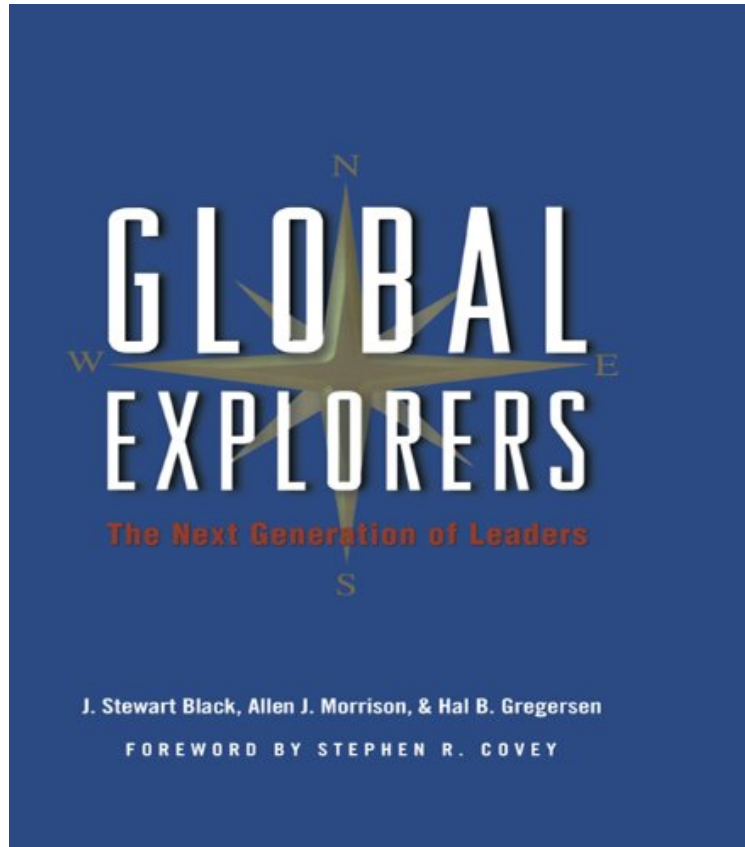


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Global Explorers: The Next Generation of Leaders

J. Stewart Black, Allen J. Morrison, Hal B. Gregersen
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J. Stewart Black, Allen J. Morrison, Hal B. Gregersen : Global Explorers: The Next Generation of Leaders
before purchasing it in order to gauge whether or not it would be worth my time, and all praised Global Explorers: The Next Generation of Leaders:

2 of 2 people found the following review helpful. Excellent , practical book for global executivesBy MarcosBecause of lectures on how to prepare to be a global executive, I have read several books on this subject and highly recommend this one.The authors have performed extensive research on big multinational companies and were able to come up with a model that makes sense and is easy to understand and put into practice. The model is based on 4 sets of competences: inquisitiveness, perspective, character and savvy. After each set of competences, they use the example of an actual successful executive as a model.In my opinion, their model is even better than the widely known model from Terence Brake in THE GLOBAL LEADER: CRITICAL FACTORS FOR CREATING THE WORLD CLASS ORGANIZATION.0 of 0 people found the following review helpful. Realistic view of development as an expatBy therosenThis book is valuable for two key insights. First, it highlights the difficulties with global development. It is very difficult and expensive to send promising leaders abroad. Many execs fail abroad. Those that succeed find their organizations back home aren't ready to utilize their new talents. This is a grim reminder of a key roadblock to corporate and personal success in global business.The second key insight is the difference in types of assignments for

various points of an exec's career. Early on working on global teams and global projects in enough. The next level of depth comes from exposure assignments of multiple months. Tactical exposure works, because it unrealistic for someone to make a deep dive into another culture in just a few months. The top level of global development requires multiple years to make an extended contribution along with a deeper understanding of global issues. Explaining these levels of development make this a great resource for managers looking for a guide to their own development.

In this age of globalization challenges--from economic uncertainty to emerging markets--there are no mapped out answers for the international manager. *Global Explorers* guides the global manager from the periphery to the center stage of international business leadership. In a 1997 survey of Fortune 500 firms conducted by authors J. Stewart Black, Allen J. Morrison and Hal B. Gregersen, virtually all companies indicated there was a severe shortage of global leaders. The demand for competent global leaders far outstrips the supply. *Global Explorers* provides the skills and outlines the competencies future global managers need to fill the leadership gap. Using extensive research, real-life examples, and 130 in-depth interviews with senior executives representing 50 global companies, including IBM, Disney, Exxon and Sony, *Global Explorers* suggests the reasons for the global leadership shortage, and identifies the necessary skills to compete in the international marketplace. For managers who want to safeguard their corporate future in these changing times, *Global Explorers* will help them develop a personal program for developing and balancing the skills they need to become successful global leaders.

The book is well grounded in theory, yet practical. Recommended for graduate, research, and professional collections. -- Choice, April 2000...engaging, meaty book. -- CIO: Chief Information Officer Magazine Air travel, the Internet, television, education, continuous capital markets, and the movement toward democracy have all converged in the latter half of the twentieth century to create a global leadership. This book blueprints the necessary development processes to make this happen. -- Patrick Canavan, Senior Vice President and Corporate Director, Global Leadership and Organizational Development, Motorola *Global Explorers* provides a research based framework for developing the global leader of the future--not a country specialist or old hand but the cross-national manager--and it goes deeply to look at the motivations and values of the successful international executive. -- Jean Broom, Vice President, Estee Lauder International A practical guide for senior leaders, as well as anyone interested in really being a global leader--and in today's organizations, that's almost everyone. *Global Explorers* does an excellent job of looking at the true global traits that take us beyond the general leaderships models already out there. -- Lynn Slavenski, Vice President of Education and Organization Development, Equifax Inc. (Equifax is an international consumer and commercial credit information service, and has more than \$1.6 Billion in revenue.) A must-read for anyone who hopes to be a leader in tomorrow's global economy. -- Ralph Christensen, Vice President of Human Resources, Hallmark Cards Global leaders are in short supply. Gregersen, Black and Morrison explain why this is so, identify the essential traits of global leaders and recommend how companies and individuals can prepare for global leadership roles in the 21st Century. -- John Quelch, Dean, London Business School No leader anywhere can achieve results without global competencies. *Global Explorers* offers specific, research based, and practical tools that any global leaders must master. It is not only a must read, but offers a series of must do's for results based, global leaders. -- Dave Ulrich, author of *Results Based Leadership* About the Author J. Stewart Black is Visiting Professor of Management at the University of California, Irvine and Managing Director of the Global Leadership Institute. He has written many books, including most recently, with Hal. B. Gregersen, *So You're Going Overseas: A Handbook for Personal and Professional Success*. Allen J. Morrison is Associate Professor of International Management at the Richard Ivey School of Business, University of Western Ontario. He is the author of *Strategies and Structure of the World's 100 Largest Industrial Transnational Corporations* (forthcoming). Hal B. Gregersen is Executive Director of the MIT Leadership Center. He is the co-author (with Clayton M. Christensen and Jeff Dyer) of *The Innovator's DNA: Mastering the Five Skills of Disruptive Innovators* and regularly delivers executive seminars and keynote speeches around the world on leading innovation and change.