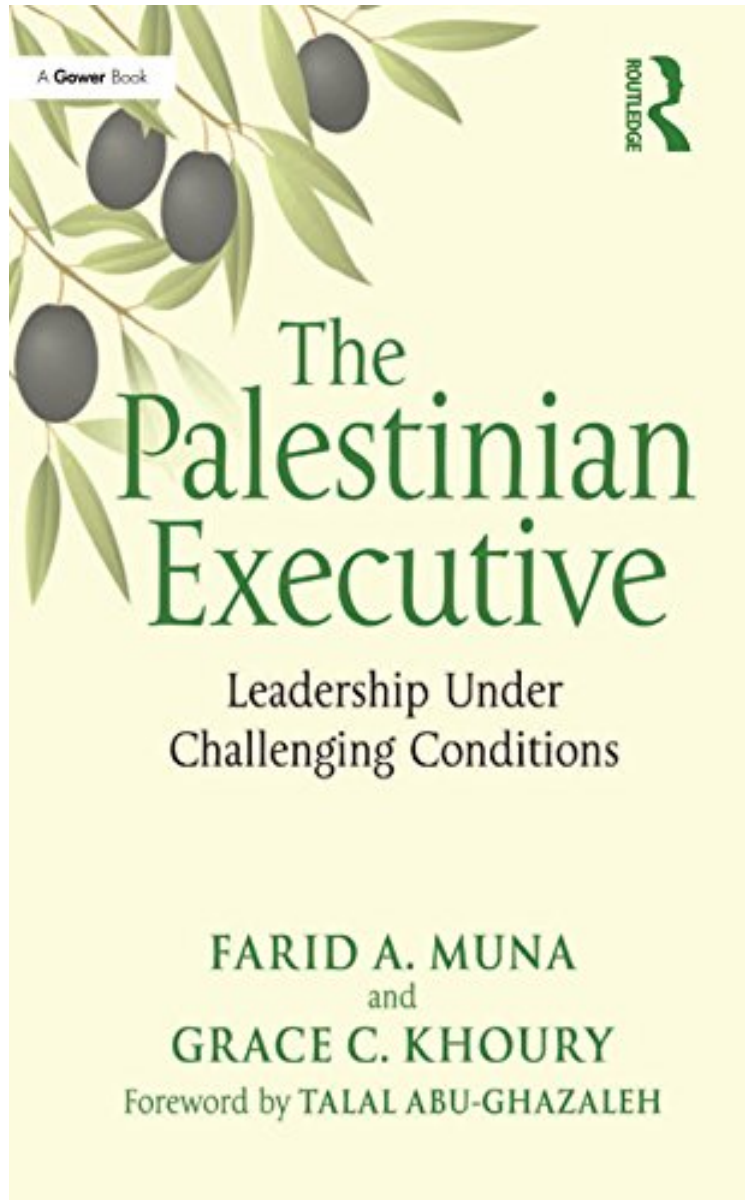


The Palestinian Executive: Leadership Under Challenging Conditions

Farid A. Muna, Grace C. Khoury
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Farid A. Muna, Grace C. Khoury : The Palestinian Executive: Leadership Under Challenging Conditions
before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Palestinian Executive: Leadership Under Challenging Conditions:

1 of 1 people found the following review helpful. Far Exceeded All Expectations By N. Mansour When I picked up The

Palestinian Executive, I frankly expected a relatively dry scholarly work full of survey results and management theories. I did not expect a book that captured me in an emotional way. This is a great accomplishment by authors Farid Muna and Grace Khoury, not only for getting this work completed, but even more importantly, for the manner in which such detailed information is presented in a readable manner. The book provides insight into the thinking of a Palestinian executive, particularly as they perform a delicate balancing act of successfully integrating national and organizational priorities. The book also reveals the enormous political and economic pressures these executives face on a day to day basis. After reading about these challenges, a reader can only admire Palestinian executives for their perseverance and creativity in overcoming these ever-present issues. The responding executives view their role in a traditional manner - as the visionary, motivator and team builder, but another important role for them is to serve as the head of the family. They are not only the leaders of an organization, but they also undertake the great burden of treating their employees and constituents as family and friends. When asked about the factors that motivate these executives, many spoke emotionally about terrible conditions in their childhood as well as the sacrifices of their parents, who often served as their role models. This book will not only help Palestinian students understand the traits of successful local executives, but it is also worthwhile reading for anyone who is interested in learning about the often misunderstood Palestinian culture. 1 of 1 people found the following review helpful. Finally...a factual book on real Leadership! By Samer K Taher It is hard to imagine a book on leadership without some sort of personal spin. Invariably, every book I have read in the past on the topic of leadership carried within its pages some dogma which the writer(s) tried (in vain, I must add) to inculcate into the minds of the book's readership (including yours truly!). Not this book. "The Palestinian Executive" is a brilliant representation of leadership lessons based on factual anecdotes from existing - and breathing - leaders. The book is about leadership from tangible vantage points, not sky-hugging ivory towers. The manner and style in which the writers present their findings from the interviews they conducted with the "Palestinian" leaders are both enlightening and captivating. While the book lacks a main story line, it makes up for it by including dozens of real life stories from leaders who "have been there and have gotten the "scarf" (not the t-shirt!). If you want one source containing dozens of biographies from actual leaders who prefer to keep a low profile rather than blow their trumpet, then surf no further. 1 of 1 people found the following review helpful. Insightful analysis of a challenging dynamic By Garry Clark While a great number of books currently focus on business and management in the highest-profile emerging markets, there is a dearth of research focused on management in some of the more extraordinary and challenging markets in the world. This insightful book goes some way to filling this gap, highlighting one of the most testing business climates imaginable for executives. The authors successfully balance an overview of historic management theory with empirical data drawn from their recent survey work. The book provides a comprehensive and insightful analysis of the challenges encountered by leaders in Palestine, and includes entertaining anecdotes about the creative solutions devised by Palestinian executives. For those with an academic interest in the application of management theory, or for anyone with a passion for the interplay between culture and business, I highly recommend Muna and Khoury's latest.

The Palestinian Executive is based on field research in the West Bank and Gaza, which involved interviewing 110 executives from 63 publicly and family-owned companies. Using a cross-cultural and contextual approach, the authors examine the leadership styles of successful senior executives and managers living and working under challenging conditions in Palestine. The book: cent; Explores the impact of culture, environmental pressures, and harsh circumstances on doing business in Palestine cent; Sheds light on the leadership, interpersonal, and decision-making styles of successful Palestinian executives cent; Provides specific recommendations on how to develop future business leaders. The Palestinian Executive is an indispensable book to many, among them: CEOs, business leaders, and HR professionals who are responsible for recruiting, motivating, and developing their current and future managers; aspiring young Palestinian students, supervisors, and managers; academic scholars as well as students of cross-cultural leadership; multicultural managers and expatriates who work with or for Palestinian organizations.

'The Palestinian Executive highlights the resilience and determination required to survive and prosper in an environment long marked by arbitrary, often deliberate, barriers. This book provides first-hand evidence of the ingredients for successful business leadership: self-development, early responsibility, experience, and training. Warning signals are given: risks of excessive social pressures from connections, cronyism, and nepotism. What are strengths in one context may be weaknesses in others. Farid Muna and Grace Khoury are to be congratulated on this clearly written work.' ,Michael Jefferson, London Metropolitan Business School and University of Buckingham, UK 'The Palestinian Executive: Leadership Under Challenging Conditions is an important and insightful work that fills a major gap in our knowledge of Palestinian leadership and business within the context of the Israeli occupation. I highly recommend it for anyone interested in a critical understanding of the economic and political impact of the conflict on business in Palestine.' Ibrahim S. Dabdoub, Group CEO, National Bank of Kuwait 'Any business executive, academic scholar or manager intent on gaining a deeper understanding of the business context and challenges facing managers in Palestine will benefit from this thought-provoking yet delightfully written book. Muna and Khoury

brilliantly lead readers through the intricacies and complexities of the Palestinian business context, masterfully blending thoughtful analysis solidly grounded in research with rich anecdotal evidence. On this basis the authors derive pragmatic and insightful recommendations that will undoubtedly have an important impact on future generations of Palestinian business leaders.' George Tovstiga, Henley Business School, University of Reading, UK 'A truly unique view into Palestine's business world and the complex reality that Palestinian business executives face on a daily basis to maintain an economy of survival. This rare look into the fabric that makes up the robust network of Palestinian executives evokes feelings of respect for their persistence, as well as hope that once the Israeli military occupation collapses, Palestine is well-equipped to flourish among the world's developing economies.' Sam Bahour, Managing Partner, Applied Information Management (AIM), Al-Bireh, Palestine 'The Palestinian Executive offers readers a balanced approach to understanding executives who are aspiring to build a thriving economy under difficult circumstances. The book blends theory with practice; and the rare insights into the interplay of social, political, cultural, and economic factors makes the book both intriguing and intellectually inviting. Farid Muna and Grace Khoury are intellectual entrepreneurs who not only grasp the reality of managing in Palestine and the entire region, but have tackled issues that are current, significant, and have far reaching implications for MNCs and global leaders. Strategies for developing future leaders and setting the foundations for aspiring entrepreneurs have been articulated with clarity and a guarded hopefulness. This book is essential reading for students of Middle East business, Arab culture and management, and entrepreneurship. It is a welcome addition to any library and inspiring reading for managers and researchers alike.' --Abbas J. Ali, Indiana University of Pennsylvania, USA

The Palestinian Executive provides a concise synthesis of the leadership literature, while adding a unique cultural perspective. It is a valuable addition to both the literature on executive leadership and the literature on Palestine. This insightful book, co-authored by one of Birzeit University faculty members, is a source of pride for the University community. Khalil Hindi, Birzeit University President, Ramallah, Palestine

Many volumes have been written on leadership in the recent past. However, none is as potent and inspiring as The Palestinian Executive. This book highlights the challenging environment in which Palestinian executives work. This inspiring empirically-based volume has been subjected to the rigor and scrutiny of scientific analysis, hence offering a unique collection of guides and action levers which pragmatically support business executives, HR managers, and serious MBA students to excel in their challenging roles. It speaks volumes for motivating and inspiring leadership despite unimaginable environmental pressures. Reading this thought-provoking book is a must for present and future leaders of Palestine and the Arab world. Farhad Analoui, University of Bradford, UK. The Palestinian Executive provides hard evidence and enlightened hope that Victor Hugo's words: 'Nothing can withstand the force of an idea whose time has come,' will echo in the occupied West Bank and Gaza. This positive testimony emerges from 110 Palestinian business leaders, 19 of them exemplary women executives, whose stories Farid Muna and Grace Khoury skillfully linked to management theory and practice. Confronting harsh economic realities, the leaders have developed business strategies and management styles which fit their unique culture and created motivated workforces that are not daunted by the inequitable odds against them. The authors argue convincingly that directed by such resilient leaders their companies will not only survive, but prevail in this fiercely divided land. Their data-driven, catalyst book is part of the unstoppable momentum for change. Susan Vinnicombe OBE, Cranfield University, UK

Farid Muna and Grace Khoury have written an empirical and insightful book that sheds much-needed light on leadership in non-Western organizations. The findings of The Palestinian Executive will be invaluable not only for present and future business leaders in Palestine, but are also vital for understanding management practices in the rest of the Arab world. --Riad Kamal, Founder and Executive Chairman, Arabtec Construction and CEO, Arabtec Holding, Dubai, United Arab Emirates

About the Author Farid A. Muna studied and worked in both the West and the Middle East. He earned his MBA from the University of California, Berkeley, US, and his PhD from London Business School, UK. He is Chairman of Meirc Training Consulting. Dr Muna is the author of The Arab Executive and Seven Metaphors on Management, and the co-author of Developing Multicultural Leaders. Grace C. Khoury has been a faculty member in the business administration and marketing department at Birzeit University, Palestine for over twenty two years. She is also the director of the MBA program. Dr Khoury has written a number of case studies and published several articles on leadership, entrepreneurship, and management. She holds an MBA from Suffolk University, Boston, USA, and a PhD in Human Resource Management from Bradford University, UK.