

Developing **Leaders**

Executive Education in Practice



**Leadership for
Polish Innovators**
Stanford and UC Berkeley-Haas

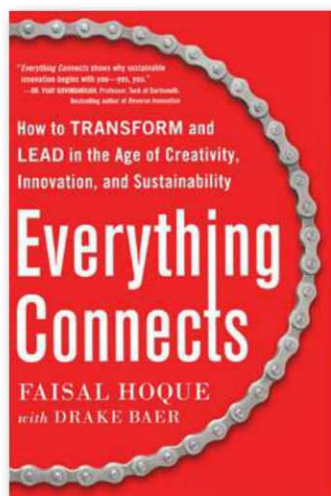
A View From the Trees
Tuck Exec Ed's Clarke
Callaghan in conversation

Positive Business
A conversation with Michigan's
Alison Davis-Blake

Leadership Journeys
Bob Rosen on Kumar Birla

The Importance of Conversations

**Insights from Aston, de Baak, Henley,
Michigan-Ross, Mercer, Tuck, Stanford,
UC Berkeley-Haas and more**



Everything Connects

By Faisal Hoque with Drake Baer

Published by McGraw-Hill Education, 2014, ISBN: 9780071830751

As is made clear in almost every article in this magazine – the business context that leaders now operate in is a complex and interconnected one; so finding a book that is titled 'Everything Connects' is, perhaps, a statement of the obvious. However the connections that the authors allude to here are more profound than the just those between people and organizations – they are also about how one's actions are intricately and inevitably related to one's experiences and state of mind.

As Marshall Goldsmith points out in the book's Foreword the authors have "created a book that's as much about business as it is about life, or as much as about life as it is about business." This Möbius Strip of an observation sums up, almost as neatly as the book's title, the core message of the book – Everything Connects.

Goldsmith goes on to note that the authors "believe that the more we can humanize the way we work, the more innovative we become...the more we understand the mental and emotional causes of innovation and creativity, the more we can untie the knots that stop our progress."

Faisal Hoque left Bangladesh at 17 to study engineering in the US and has since made his name as a serial entrepreneur and technology 'thinker' and a student of eastern philosophy. It is perhaps this mixture of traveller, engineer, entrepreneur and philosopher that allows Hoque to pool his ideas so holistically. The book opens with the arresting statement "Although efficiency is not the opposite of innovation, the structures and behaviours that create them may be opposed" and continues with the Buddhist parable that the mind is like a cup, it can be full of expertise but then become 'rigid' in that new ideas are difficult to accommodate – or empty – the 'beginner's mind' where possibilities are endless. It is the 'idiot savant' approach – and has much to commend it.

Hoque and Baer take the reader through a journey of the self, exploring the context and benefits of mindfulness and its role in 'self-awareness' – that leader's imperative. And then see how that affects how we work together, our use of time, long-term planning, and eco-systems. The authors' then start to draw together the innovation theme, identifying that innovation in organizations at least, is founded in the organization's structure; that innovator's need roles and clusters to perform of their best – which brings us to 'where the individual meets the organization'. Citing LinkedIn founder Reid Hoffman's HBR observation that the contract between employee and employer is no longer life-long, but 'tours of duty', "The employer says 'If you make us more valuable, we'll make you more valuable'. The employee says "if you help me grow and flourish, I'll help the company grow and flourish!"

This book shares an important message with anyone trying to 'operate' in the modern world – that in order to do so effectively it is necessary to understand the connections within yourself as much as those around you.

Order these and more books and ebooks at the IEDP bookstore: www.iedp.com

iedp

THE SPEAKERS

FAISAL HOQUE

Serial entrepreneur, thought leader, and author. Contributor to Fast Company and the Huffington Post. Ziff-Davis Enterprise named him one of the Top 100 Most Influential People in Technology and TAA-TWA named him one of the Top 100 Thought Leaders



LEE NEWMAN

Professor of Behavioural Science at IE Business School. Lee's focus is on Positive Leadership. Imagine an organization in which employees at all levels are able to out-think the competition... literally, over and over again. Lee's mission is to help individuals and companies achieve this type of behavioural advantage



CRAIG WORTMANN

Founder and CEO of Sales Engine Inc. Clinical Professor of Entrepreneurship at the University of Chicago's Booth School of Business. Designed, developed and teaches the award-winning course Entrepreneurial Selling, recently recognized by Inc. Magazine (where Craig is also a contributor) as one of the "Top Ten" courses in the country



VINCENT WALSH

Professor of Human Brain Research and Research Fellow at the Institute of Cognitive Neuroscience, UCL. Specializes in learning, brain plasticity and applying cognitive neuroscience in real world settings: collaborating with industry, and also working to improve expert performers, working recently with the English Institute of Sport, England Rugby Union and Team GB sailing



DO YOU NEED TO BE A PSYCHOLOGIST TO BE A GOOD LEADER?

To execute strategy effectively now requires a panoply of people skills that managers are rarely taught - they are just expected to acquire them 'on the way up'.

Join us at the Ideas for Leaders Leadership Development Summit 2014: as leadership research integrates ever more closely with behavioural and brain science - we ask four top management thinkers to share their insights.

INSPIRATION, LEARNING AND OPEN, FRANK DISCUSSION

In line with Ideas for Leaders focus on generating conversations from excellent content, the key to the day will be the interactive discussions with and amongst the speakers and the high-level audience of L&D/OD/Talent professionals.

Join us, and your peers - and let the experts stimulate your brain and the debate

**£295+VAT
PER DELEGATE**

ready to register?

visit iedp.com/summit2014

email Richard Chase at rchase@iedp.com

Call 01489 881344 / 07711 766 445

IDEAS FOR LEADERS
TO CHANGE THE WAY WE THINK
www.ideasforleaders.com

iedp