

SFLODN

November 10th, 2006

Next meeting will be held on December 7th, at the Signature Grand Hotel. This will be a joint event with ASTD –To celebrate Employee Learning Week! Please reserve a seat at the SFLODN Table! Contact: Nancy Rehbine to reserve a seat. Cost \$50.00, Please let me know by November 23rd.

If you are interested in nominating your organization for recognition for best practices in employee learning awareness, complete your application by clicking on this link <http://www.astdftl.org/index.cfm?ID=144>. Deadline is November 30th, 2006.

Our next OD Certificate Program will be held February 9 & 10th, the topic will be Talent Management. Speakers will include representatives from the Hay Group, who specialize in the field of Talent Management.

Watch for the announcements on our Annual ODN retreat to be held in March.....We will announce the details in a few weeks.

November Meeting Review

Four Books were reviewed:

Execution, The Discipline of Getting Things Done, by Larry Bossidy and Ram Charan, 2002, Crown Business, New York, New York.

Discussion by Nancy Rehbine Zentis

- Execution is a discipline, and integral to strategy
- Execution is the major job of the business leader
- Execution must be the core element of an organizations culture
- Execution is a systemic way of exposing reality and acting on it

Seven Building Blocks

1. Know your people
2. Insist on realism
3. Set clear goals and priorities
4. Follow through
5. Reward doers
6. Expand people's capabilities
7. Know yourself

Book Review:

Execution is "the missing link between aspirations and results," and as such, making it happen is the business leader's most important job. While failure in today's business environment is often attributed to other causes, Bossidy and Charan argue that the biggest obstacle to success is the absence of execution. They point out that without execution, breakthrough thinking on managing change breaks down, and they emphasize the fact that execution is a discipline to learn, not merely the tactical side of business. Supporting this with stories of the "execution difference" being won (EDS) and lost (Xerox and Lucent), the authors describe the building blocks--leaders with the right behaviors, a culture that rewards execution, and a reliable system for having the right people in the right jobs--that need to be in place to manage the three core business processes of people, strategy, and operations. Bossidy and Charan offer good advice on a neglected topic, making *Execution* a smart business leader's guide to enacting success rather than permitting demise. --S. Ketchum

The Leader of the Future 2: Visions, Strategies, and Practices for the New Era
Edited by Francis Hesselbein and Marshall Goldsmith, September 2006.

Discussion by Patti Dammann

When I asked an executive leader of a fortune 100 company, what books are "leaders" reading these days, he responded, by citing the title above.

Leader of the Future sold nearly 200,000 copies and broke new ground in leadership literature. Now, ten years later, *Leader of the Future Part 2* gives voice to the most critical issues and transformative ideas for the leaders of today and tomorrow. It features a Who's Who of today's top leadership thinkers from the private, nonprofit and public sectors. Many of the thought leaders from *Leader of the Future* will be returning to offer their insights.

They include:

- Ken Blanchard
- Stephen Covey
- Charles Handy
- Sally Helgelsen
- Rosabeth Moss Kanter
- Kouzes & Posner
- Peter Senge
- Ed Schein

Newcomers include:

- John Alexander
- Marcus Buckingham
- Howard Gardner
- Brian O'Connell
- Jeff Pfeffer
- General Eric K. Shinseki
- Noel Tichy

**Losing Moses on the Freeway: The 10 Commandments in America (Paperback)
by Chris Hedges**

Discussion by Marc Silverman

Losing Moses on the Freeway: The 10 Commandments in America is a must read for people of faith or anyone concerned about the moral / ethical compass of western society, especially in the United States. Chris Hedges uses different people's life experiences as they encounter the destructive forces in contemporary life. He helps the reader understand how the Ten Commandments are more than a stone monument or a political issue; abiding in the commandments is how we build and sustain community. Losing the commandments is clear; recovering the commandments is work yet to be done.

No matter what your religious background, you should read this book. It has influenced my thinking about ethics and morality more than any book in my recent memory. And if you are a person of faith, it is required reading

Four Obsessions of an Extraordinary Executive, by Patrick Lencioni, 2000, Jossey Bass.

Discussion by: Ray Zentis

The story is short and simple, but its lesson is large. Organizations must not only be smart; they must be healthy. For one thing, healthy companies can make themselves smarter, but unhealthy organizations squander intellectual advantage through infighting and cross-purposes. To drive home his moral, Lencioni follows his story with a discussion that explicitly sets down his four "actionable steps," or disciplines, that are the hallmark of a healthy organization--build a leadership team, create organizational clarity, communicate that clarity, and then reinforce it through human systems. Lencioni offers concrete examples of steps to take to establish these disciplines and suggests ways to assess whether they have been effective. *David Rouse*

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