

Review

Book Review

Total Leadership, by Stewart Friedman is based on his total leadership course offered to integrate work and life at Wharton School of Business, University of Pennsylvania where Friedman has also been the Practice Professor of Management, and Founding Director of Wharton Leadership Program and Wharton work/life Integration Project. Friedman's writings on leadership and work/life integration include various articles in Harvard Business Review. He has been advising many high-powered and influential organizations like the U.N., and delivering keynote speeches, and workshops. An award-winning teacher, Friedman was also chosen as one of America's twenty five most influential men in having made things easy and workable for working parents. The book, Total Leadership emphasizes on leadership by improving our performance in not only one or two but four important domains of life: work, home, community and self. Balancing these four domains is itself a model of depicting leadership qualities and this is termed as "four-way wins" in the book. All this makes the book much more practical and result-oriented.

In the book Stewart talks about evaluating to spend time more effectively in each of the four major domains of life by the process of:

Reflecting → Identifying the possibilities → Willingness to take chances and experiment → Measuring the progress

Emphasizing that every domain of life must go through these 4 steps to create positive and sustainable changes, the author provides a handy set of techniques on how to use this book as a tool to experience & implement total leadership, in the beginning of the book. This makes the books easier to understand and work-upon for the readers. The book majorly advises to:

- Be Real – Act with Authenticity
- Be Whole – Act with Integrity
- Be Innovative – Act with Creativity

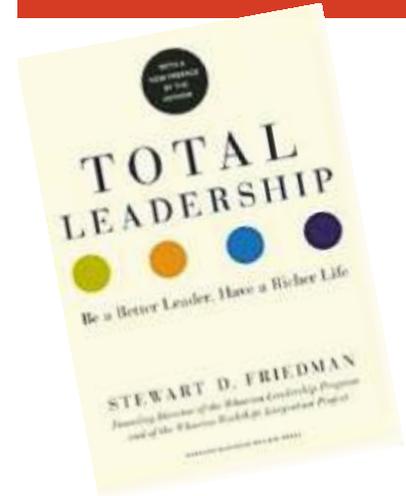
The book is broadly divided into 3 parts thematically with a total of eight chapters.

The first part of the book begins with self-analysis and self-discovery to-dos, and identifying the other important aspects of life. This section focuses on working on and measuring of Four-way happiness. In this process the readers start with thinking, writing and analyzing their core values, leadership vision, and the present position of our actions and values. Secondly, we identify the important stakeholders in all domains and the expectations we have from one another. This analysis gives the reader an insight to create opportunities to focus on required areas of various domains more intelligently to bring out innovative ideas and action. This complete picture of the inner circle helps to see new ways of making life better in all important domains of life.

The second part talks about priorities and setting them in an accurate ratio; expectations of your stakeholders from you and vice versa; to design experiments and then try them out during a controlled period of time looking for new directions to better your life's systems with new and refined approach

The third part focuses on best possible ways to extract the most out of the analysis, study and exercises done in the previous part. This part encourages taking chances and measuring progress through innovation and creativity.

The book makes the reader identify his/her core values and bring them into life within everyday actions at work, home, community and within one's self. Friedman suggests that respecting oneself at first, as a whole person makes him/her a better leader at work because you reduce the chances of conflicts between various areas of your life which further makes your vision and mission very clear and logical. He also states in the book, "If you reduce psychological interference, you increase your ability to focus on what matters when it matters, and you minimize the destructive impact



Total Leadership

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