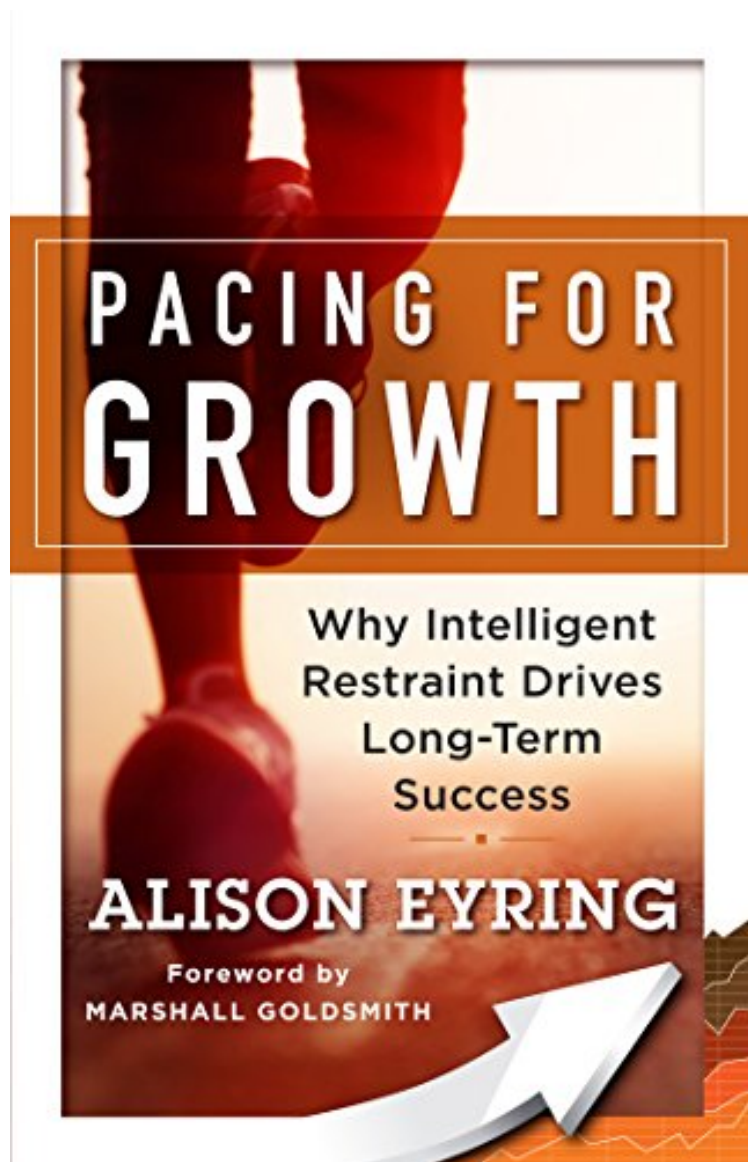


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## Pacing for Growth: Why Intelligent Restraint Drives Long-term Success

*Alison Eyring*

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**Alison Eyring : Pacing for Growth: Why Intelligent Restraint Drives Long-term Success** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Pacing for Growth: Why Intelligent Restraint Drives Long-term Success:

2 of 2 people found the following review helpful. Great Book!By Rebecca HendersonDr. Alison Eyring's "Pacing for Growth" is filled with wisdom, many examples and sports analogies. The sports analogies are to

be expected, since Dr. Eyring is not only a long-distance runner, but also a triathlete. As you might expect from the title, success in business is largely about pacing yourself and your company. Several things in *Pacing for Growth* stood out to me, but I found a paragraph on page 88 really resonated with me. We waste energy when we lack focus; across functions of the business; small imbalances or lack of alignment grow invisibly in a company. By the time pain is felt, the problem is driving misalignment within the system. This hit me like a ton of bricks! I appreciate that Dr. Eyring's book is a fairly quick read, broken into short sections for short snippets of reading time. I also like the fact she included end notes and an index. 1 of 1 people found the following review helpful. Many business books are long on story and short on good research. Some have good research evidence but are boring to read. *Pacing for Growth* strikes the right balance. Lessons from becoming an endurance athlete frame the overall book well and these learnings are translated into lessons for leaders about company growth. Company examples and case studies are used to make these lessons real and practical. Research and evidence are woven in subtly so that the reader maintains interest. At the same time, the book has many hidden gems and sayings and can be read and understood at different levels of business experience. CEOs, GMs and managers at all levels can learn from the key concept of Intelligent Restraint. Sometimes, you have to reduce constraints and push your company to grow. Other times, you have to slow down and ensure you build capabilities for long term sustainable outcomes. Sometimes you have to do both. The book offers practical guidance on how to pace yourself, your team and your company for growth. 1 of 1 people found the following review helpful. Unique Perspective By S. O'Dell Alison Eyring has written about growth like no one else has. She has written an insightful book illustrating how to grow your business using her experience as an endurance athlete and consultant. Her unique perspective is illustrated with stories and research to highlight key points. Alison gives you a roadmap for growth by looking at your capacity, your capabilities and the right pace to sustain results. She also shares the rules of Intelligent Restraint to help you focus and build capabilities for success. If you are a leader in business or in your community, I highly recommend reading this book to look at the impact you are making in your life and those around you..

**Go the Distance!** Whether you're running a race or running a company, pacing is everything. Go too fast and you'll burn yourself out; too slow and you're left in the dust. So how can leaders find the right speed? Growth expert Alison Eyring, who is also a long-distance runner and triathlete, found the answer in endurance training. It's a concept she calls Intelligent Restraint. Eyring shows leaders how to evaluate their company's and team's current capacity for growth and identify the right capabilities and pacing strategies to increase growth steadily and sustainably. She masterfully weaves physiological and psychological research, in-depth business case studies, examples from real leaders, and practical tools with her own narrative of endurance training. The result is a revolutionary new mindset for enduring success.

*"As CEO, I am constantly faced with the tension of leading a successful company to execute our core business and, at the same time, prepare ourselves for the future. *Pacing for Growth* gives leaders a new approach to solving this inherent paradox."* — Bruce Cleaver, CEO, De Beers Group  
*"I applaud Alison's call for Intelligent Restraint before we blindly dash to the next challenge. Her expert advice and counsel is second to none, and I promise your organization will achieve more in the long run if you accept her wise counsel."* — Jim Kouzes, coauthor of the bestselling *The Leadership Challenge* and Dean's Executive Fellow of Leadership, Leavey School of Business, Santa Clara University  
*"Sustainable business success hinges on building capacity for both growth and endurance. Alison Eyring shares a unique and compelling perspective based on experience, research, and corporate case studies. A great practical guide for HR leaders."* — Lisa Connell, Executive Director, HR People + Strategy  
*"Pacing for Growth takes a fresh look at growth from a personal and professional perspective, offering an innovative way to approach one of the biggest challenges in organizations, no matter their size. It's a good read not only if you are seeking success for your company but also if you are looking for a way to drive innovation and make a positive and lasting impact."* — Cesar Cernuda, President, Microsoft Latin America  
*"Delivering growth is a prerogative for almost every business leader. *Pacing for Growth* draws a compelling distinction between simply delivering growth and creating a sustainable advantage in the process of delivering growth. The book reinforces that the 'how' matters and provides simple principles that can inspire leaders to accomplish sustained growth."* — Karthik Rao, President, Nielsen  
*"Pacing for Growth is a great reminder that the best businesses grow value by combining continuous improvement with successful innovation. Creating the capacity for growth is a long race, and Alison Eyring gives leaders around the globe practical advice on what it takes to win."* — Mark Gainsborough, Executive Vice President, New Energies, Royal Dutch Shell  
*"Pacing for Growth is a compelling read drawing parallels from sports and applying them to the business world. It provides a no-nonsense approach for leaders wanting to simultaneously build capabilities and capacity for sustained healthy growth."* — Marko Ilincic, Senior Vice President and Head of Asia and Pacific, The LEGO

Pacing for Growth is a provocative discussion on what really works to accelerate personal and organizational success. I see threads in what Alison describes as 'Intelligent Restraint' in agile methodologies—i.e., sprint, test, refine. Ultimately, we all need to slow down at times to go fast. I highly recommend Pacing for Growth—Mike Dulworth, President and CEO, Executive Networks, Inc. Intelligent Restraint so clearly articulates the tension between pace and endurance and demonstrates why entrepreneurial businesses must adhere to the 'less is more' principle. Authoritative and packed with compelling evidence from both academic research and practice, this book will forever change how you think about growth and the people side of business success—Tomas Chamorro-Premuzic, CEO, Hogan Assessment Systems, and Professor of Business Psychology, University College London and Columbia University Intelligent Restraint is a great concept that organizations can use to build capacity for the future with the right discipline and pace. Alison Eyring's powerful triathlon analogy makes it an easy and interesting read. Clearly, Intelligent Restraint can be applied to the challenges we face in both our business and personal lives—Umran Beba, Senior Vice President, Chief Human Resource Officer for Human Capital Management Services and Operations, PepsiCo Alison Eyring is a remarkable storyteller! Pacing for Growth drives home the importance of self-awareness, endurance, and good coaching for all business leaders, wherever they are in their growth curve—Vladimir Makatsaria, Company Group Chairman, Johnson Johnson Medical Devices (Asia Pacific) About the Author Alison Eyring, PhD, is the founder and CEO of Organisation Solutions. She has worked closely with senior executives in companies such as American Express, De Beers, Four Seasons, Johnson Johnson, Microsoft, Prudential, and Shell over the past twenty-five years.