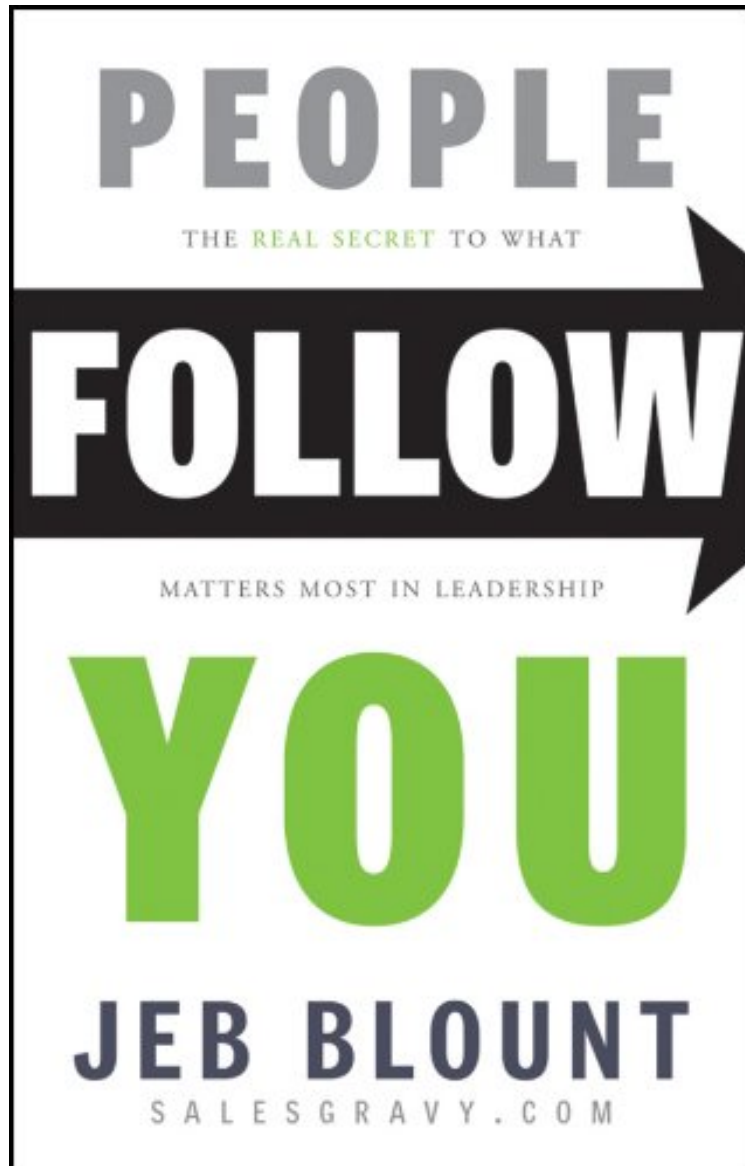


(Free read ebook) People Follow You: The Real Secret to What Matters Most in Leadership

# People Follow You: The Real Secret to What Matters Most in Leadership

*Jeb Blount*

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**Jeb Blount : People Follow You: The Real Secret to What Matters Most in Leadership** before purchasing it in order to gage whether or not it would be worth my time, and all praised People Follow You: The Real Secret to What Matters Most in Leadership:

8 of 8 people found the following review helpful. Great advice on a critical aspect of leadershipBy John GibbsBad

bosses are oblivious to the fact that leading people requires humility, savvy, authenticity, and keen interpersonal skills, according to Jeb Blount in this book. Many organizations have elaborate incentive schemes in place designed to improve employee satisfaction and retention, yet fail to deal with the one thing which causes most employee dissatisfaction: poor leadership. The book provides a broad range of leadership wisdom, including:

- \* Leadership success is directly related to the quality of the relationships that leaders build and sustain with the people they lead.\*
- \* You need your people more than they need you.\*
- \* Because you are the boss, people watch and analyse your every move, looking for meaning and clues as to what you are thinking.\*
- \* If you put the interests of your followers before your own, that helps you build an emotional connection which opens them to accepting your coaching and directing.\*
- \* Leaders maximise their own performance by doing whatever it takes to help their followers be more successful.\*
- \* Trust between leaders and followers is built by leaders doing what they say they will do, keeping promises, and behaving in a consistent and professional manner.\*
- \* Positive emotional experiences strengthen a relationship and engender loyalty sufficient to withstand difficult conditions.

There are many different books on leadership, offering many different opinions about what leaders should and should not do. In my opinion this book is one of the better ones. Instead of prescribing a broad variety of different actions that leaders are supposed to take, it concentrates on the critical aspect of leadership which is most often overlooked: the relationship which a leader has with his or her followers. I would recommend this book to anyone who is responsible for supervising someone else.

0 of 0 people found the following review helpful. Very Good - Similar to Other Jeb Books  
By TomPAll of Jeb's books I consider must reads. I read this after reading Sales EQ and Fanatical Prospecting. Many of the ideas and stories in those books were copy and pasted from this book - because of that, I can't give this five stars. Worth reading though for a refresher at least.

1 of 1 people found the following review helpful. Attention Leaders: You Are Crazy if You Don't Get This Book!  
By KingI never expected to read this book. I thought that I already knew it all. But...reality kicked in and I found myself extremely frustrated from not being able to get the most out of my sales team. Some days they performed, but other days they were terrible. There was no consistency. It was driving me NUTS! I was so frustrated! I was just about ready to fly off the handle and start threatening to fire people if they didn't stop acting like IDIOTS! That's how I felt about my team. That they were all dumb and didn't have enough common sense to make the right decisions. Well, on a last act of desperation I took a chance and sent a random Facebook message to Jeb at midnight on a weekday to ask for advice. I never expected him to reply. I figured that he would be just another too busy big shot that would just ignore my message. But....he replied to my message within 10 minutes! We talked for a good hour or so. He gave me some GREAT advice that I am willing to bet someone else would CHARGE for. He also recommended that I read his book. That sorta left a bad taste in my mouth. Because it made me wonder if he was just trying to make a sale. But I went ahead and bought the book and WOW! The first 2 chapters cleared up SO MUCH of the misunderstandings and gaps in knowledge that I so wrongly thought that I had already known. I have read so many other Leadership books. But this is the one that finally made sense to me. It truly explains what Leadership is all about. I had it all wrong for many years. I wrongly thought that I was more important than the people under me. NOPE! I read and applied Jeb's advice over the past week or so and it has already paid off! My boss told me that he has seen an INSTANT change in me. Mind = blown. Get this book!

Discover the secrets to influencing the performance of the people you lead Managers don't get paid for what they do but rather for the performance of their people; therefore, a manager's most important job is coaching behaviors in order to improve performance. In People Follow You managers will learn five easily understood and implemented levers critical to influencing the performance of the people they lead. Ultimately, people follow people that they like, trust, and believe in. Understand how to build stronger relationships with direct and indirect reports that lead to loyalty, higher productivity, and long-term development. Relevant to middle and high level managers, People Follow You provides a foundation for managing people. Practical lessons help managers employ winning interpersonal skills to move others to take action. Learn how to leverage the basics of interpersonal relationships to inspire others to take action Get a simple and actionable formula for connecting with employees and indirect reports and gaining their buy-in through the use of personal power vs. the power of authority Discover the fundamental on-the-job coaching skills that deliver instant performance improvement Author Jeb Blount is the most downloaded sales expert in iTunes history; his Sales Gravy and Sales Guy audio programs have been downloaded more than 3 million times When all else is stripped away, people don't work for companies, paychecks, perks, or slogans, people work for you. Become a manager people will follow, and lead your team to greater achievements and measurable gains.

People Follow You! is a book that gets leadership right - by concept, by ideas, and most important, by example. If you're looking for leadership understanding and know-how, this book is a money-in-the-bank answer. —Jeffrey Gitomer author of The Little Book of Leadership From the Inside Flap Most of us have suffered through a bad boss. The jerk who belittles subordinates in front of their coworkers. The guy who storms through the office and puts everybody on edge. The boss who talks over you just as you're about to explain your problem or the one who can never make a decision. There's a high cost to this poor leadership. Employees slow their production in retaliation, and

top producers bail. Revenues shrink, just as turnover costs rise. And no incentive or benefits package can undo the damage. On the other hand, the most effective leaders are masters at inspiring their people to take action. The fact is, people don't follow companies, paychecks, incentives, stock options, fear, power, or fancy slogans—**PEOPLE FOLLOW YOU**. *People Follow You* delivers a simple and actionable formula for building strong relationships with employees and gaining their buy-in. Ultimately, people follow leaders they like, trust, and believe in, leading to higher productivity and long-term development. Managers don't get paid for what they do but rather for the performance of their people. By putting your people first, you'll position yourself and your company for success. *People Follow You* offers five easily understood and implemented levers critical to influencing your people's performance. You'll learn the real secrets to: Motivate and position your employees to perform at the highest level Retain top talent by building trust and loyalty Create an environment where people grow, develop, and thrive Communicate effectively so that you're heard Increase productivity and take your team to a new level of success Become a manager people will follow, and you'll lead your team to greater achievements and measurable gains.

**From the Back Cover**  
Praise for *People Follow You* "People Follow You shows you how to move from manager to leader, and to get more done, faster, with highly motivated people." —Brian Tracy, author of *How the Best Leaders Lead* "In *People Follow You*, Jeb Blount demonstrates how companies thrive when they put their people first. He does a terrific job of showing how the best and most effective leaders actively work at growing their employees and creating trust that builds great organizations." —Keith Ferrazzi, author of *Never Eat Alone* and *Who's Got Your Back* "In today's crazy-busy world, fresh leadership strategies are required for companies to succeed. *People Follow You* reveals a winning formula that goes far beyond financial incentives to what really motivates people to do their best." —Jill Konrath, author of *SNAP Selling* and *Selling to Big Companies* "Too few leaders and managers realize that they are in sales. Their main job is selling themselves, their ideas, concepts, and the desires of the company to their staff, teams, or employees. In *People Follow You*, Jeb Blount shows leaders of all types how to create intensely loyal followers." —Tom Hopkins, author of *How to Master the Art of Selling* and *Selling in Tough Times* "People Follow You makes an excellent case for strong leadership principles that build trust and empower employees for greater organizational success. Jeb documents the impact poor leadership has on company growth as well as the payoff when leaders help others reach their goals. *People Follow You* is a must-read in all business leadership programs. An excellent sequel to *People Buy You*." —Dr. Tony Alessandra, author of *The Platinum Rule* and *The New Art of Managing People*