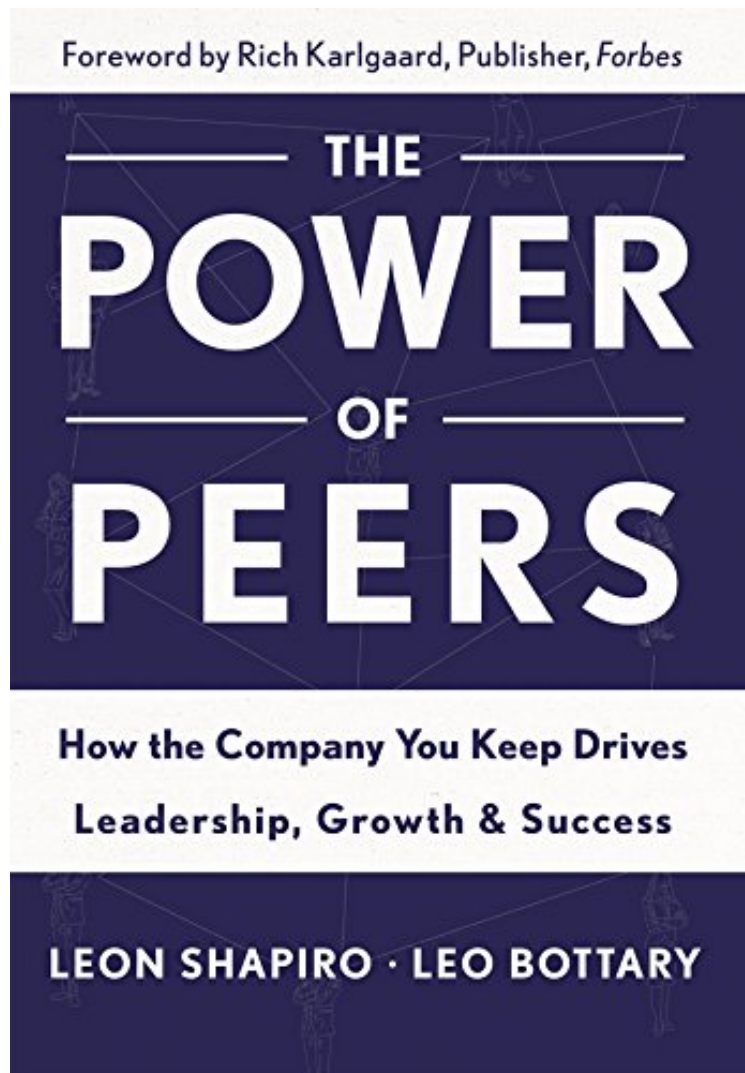


Power of Peers: How the Company You Keep Drives Leadership, Growth, and Success

Leon Shapiro, Leo Bottary
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Leon Shapiro, Leo Bottary : Power of Peers: How the Company You Keep Drives Leadership, Growth, and Success before purchasing it in order to gage whether or not it would be worth my time, and all praised Power of Peers: How the Company You Keep Drives Leadership, Growth, and Success:

2 of 2 people found the following review helpful. Good Resource for Non-CEOs Too!By Mike Henry Sr.In The Power of Peers, authors Leon Shapiro and Leo Bottary have clearly produced a well-researched and engaging work. The book is easy and fun to read and the ideas are challenging and thought-provoking. It is clearly aimed at CEO and executive-level organization leaders. The examples are almost all about business executives, yet the points made in the book, also apply to all types of leaders and people in leadership positions. For example, one early note on networking,

mentioned, "once individuals become more concerned with giving value than receiving it, and they discover others doing the same, they are drawn into a powerful reinforcing cycle." The chapter on accountability is also very relevant and well-done. They consider the dual-sided nature of accountability, how we want to hold others accountable but we often resist being held accountable. They provide great advice and counsel about accountability in a brief, yet packed chapter. I believe the book does a wonderful job of motivating CEOs and executives to embrace the idea of peer groups and communities of practice. As someone who enjoys being part of a team and being a member of a community, I am energized by the book. The principles in the book apply in a number of other settings and situations too. I found myself, at times, reading past the examples and the direct aim toward business executives and found additional nuggets of wisdom that applied to every type of peer relationship. Everyone needs to surround themselves with good people. We need to be more concerned with giving than receiving. And we need to be willing to be confronted, vulnerable, accountable and uncomfortable. This book is worth the time, even if you're not a CEO. This book made me get much more serious about the people I surround myself with and how I spend my time. You will advance your life and your impact by taking the advice in *The Power Of Peers*. 1 of 1 people found the following review helpful.

Leading Authorities and Research Underscore the Power of a Structured Peer Group Experience... By Kevin McKeown, Vistage Chair (Seattle)

Leading authorities and research underscore the power of a structured peer group experience not just Leon and Leo. A recap for you: We know from Spencer Stuart, a global chief executive search and leadership consulting firm, that CEO success can be predicted. "The CEOs who are best at *learning intelligence not only seize spontaneous opportunities to learn but also *build channels to enable learning, for example, *creating their own advisory councils to keep their thinking fresh." and We know from the HBR article *Beyond the Echo Chamber*; "Decisions don't happen in a vacuum; the best ones rarely come from deep pondering in isolation. They happen when people learn from and draw on the experiences of others. In this process, success depends greatly on the quality of *social exploration—and on whether your *information and sources of ideas are *diverse and independent." and We know from the Stanford University study *Lonely at the Top*; Resonates for Most CEOs; "Even the best-of-the-best CEOs have their blind spots and can dramatically improve their performance with an outside perspective weighing in..." and We know from the McKinsey article *Decoding Leadership: What really matters*; that the secret to developing effective leaders is to encourage four types of behavior: being supportive, operating with strong results orientation, *seeking different perspectives and solving problems effectively. McKinsey's global survey includes 189,000 people in 81 diverse organizations. and We know from Daniel Coleman in the HBR article *What Makes a Leader*; that effective leaders are distinguished by a high degree of emotional intelligence in five areas: *self-awareness, self-regulation, motivation, empathy, and *social skill. Coleman's findings are based on research at nearly 200 large, global companies. The CEOs, presidents or business owners already participating in a structured, noncompeting peer group, know the potent advantage. Thanks to Leo and Leon for spelling out in detail the peer advantage so cogently for the rest of us. [h/t, Kevin McKeown \(Seattle\)](#) P.S. (* intended) 4 of 4 people found the following review helpful.

Less lonely at the top By Erika Andersen

The authors of *The Power of Peers* address a basic truth - it actually is lonely at the top, and it's difficult for very senior people in organizations to find others who see them clearly, have their best interests, and will tell them the truth. Leo and Leon offer great advice, from their own experience, about how to build just such a supportive and honest peer group.

Birds of a feather flock together. We're all in the same boat. Great minds think alike. While just figures of speech to some, they reflect a simple truth--it's the company we keep that often determines the level of personal growth and professional success we achieve in life. Business leaders exchange information and ideas. They network to make deals and build partnerships. They work together to optimize best practices, and they reach out to leaders outside their companies to accelerate growth. Simply put, CEOs and business leaders provide value to one another that they can't find anywhere else. In *The Power of Peers*, authors Leon Shapiro and Leo Bottary introduce peer advantage, a concept that transcends peer influence. This is what CEOs and business leaders experience when they are more selective, strategic, and structured in the way they engage their peers. Peer advantage gives CEOs the insights to compete and the courage to act. *The Power of Peers* features stories of business leaders from a range of industries to illustrate the five essential factors for peer advantage, how it impacts personal growth and why it has proven so effective in helping leaders identify future opportunities and challenges. It's what top, growth-oriented executives have relied upon for decades to be successful in business and in life.

True peer advantage is an experience like no other. *The Power of Peers* shows you how to achieve it. Marshall Goldsmith, #1 NYT best-selling author of *Triggers*, *MOJO* and *What Got You Here Won't Get You There* There is no problem you can't solve if you have a group of peers watching your back. *The Power of Peers* makes a powerful case for peer groups and shows how to structure them, allowing any leader to accelerate an organization's scaling up. Verne Harnish, founder of Entrepreneur's Organization (EO) and author of *Scaling Up* Shapiro and Bottary know their stuff. Their combined experience plus the examples cited in this book make *The Power of Peers* a

valuable walk-through into the world of what peer organizations can do to improve your leadership and success skills.” Chris Brogan, CEO Owner Media Group and NYT best-selling co-author of *Trust Agents* *The Power of Peers* gives voice to a concept that I have long witnessed to be true in business learning from others who have had similar or related experiences holds incredible value. Business owners are at a disadvantage if they do not have a set of people surrounding them to provide both counsel and support. From my own experience as a co-founder of a company, a journalist, and member of a peer group, I can say that peer advantage is the real deal.” JJ Ramberg, host of MSNBC's *Your Business* and co-founder of Goodshop In *The Power of Peers*, Shapiro and Bottary interview dozens of business leaders who tell a similar story to my own that of seeking out a different kind of help from a group of peers and in so doing provide a reasonable roadmap to help you learn what you just don't know.” Gini Dietrich, CEO of Arment Dietrich and author of *Spin Sucks* *The Power of Peers* provides a cogent and engaging explanation for why peer advisory groups work. So if you sit at the top of an organization or business and want to continually push your leadership and management performance to new levels, and do it in an environment that is supportive and fun, and yet hard-hitting and pragmatic, read this book.” Craig Weber, author of *Conversational Capacity* and recipient of the Vistage Worldwide Speaker Of The Year award Peer influence is evident in every stage of our life. Kids follow their friends and mirror their older siblings. Teenagers group together in cliques that walk, talk, and dress alike. As we mature, we grow as individuals, yet our peers remain a powerful force in our lives. We're all in this together. Whether it pertains to business or physical fitness, the more you surround yourself with peers who hold the same values and share the same goals, the more likely you are to accomplish those goals.” Jesse Campanaro, CEO Total Gym When I started my first business, most, if not all, decisions were mine. Ultimately, the business prospered, but if I had had a trusted peer group to share ideas with, I'm certain we would have been far more successful. With *The Power of Peers*, Leon Shapiro and Leo Bottary take you on a thoughtful journey that redefines the old adage of you are known (and far more successful) by the company you keep.” Read this book today and take action tomorrow, or you may look back years from now with just a bit of regret.” Robert H. Thompson, author of *The Offsite: A Leadership Challenge Fable*, founder of *LeaderInsideOut.com*, and host of *Robert Thompson's Thought Grenades* radio