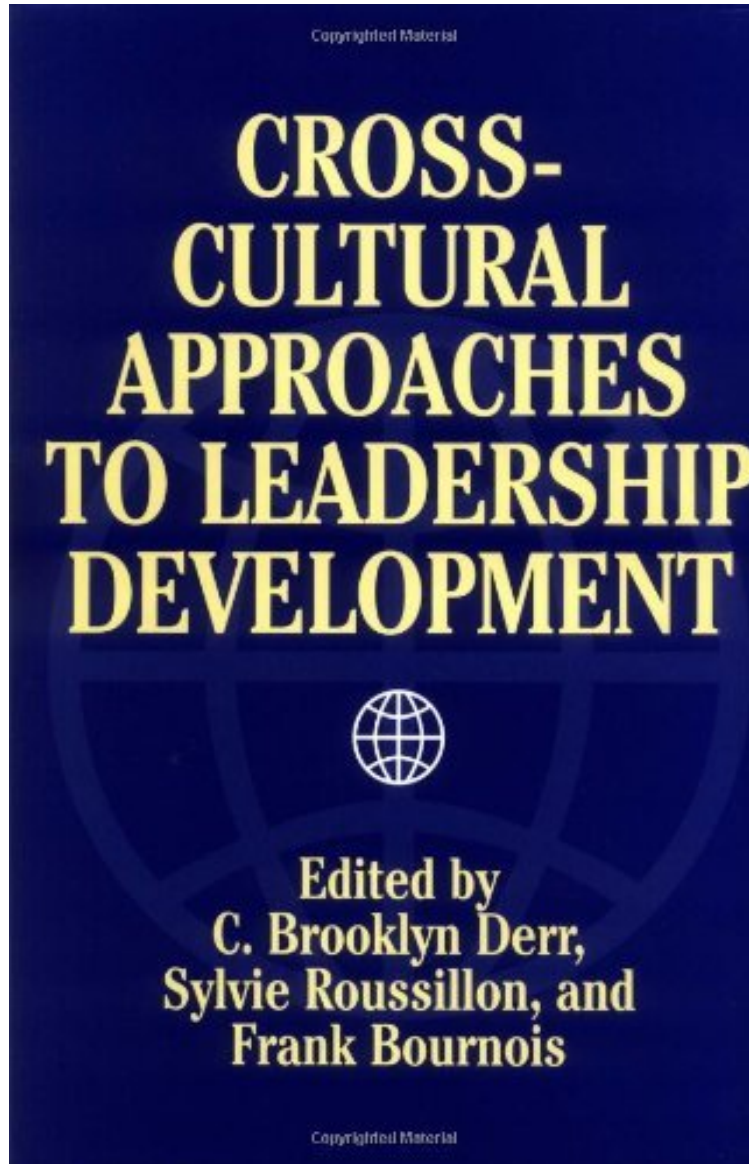


(Download) Cross-Cultural Approaches to Leadership Development

## Cross-Cultural Approaches to Leadership Development

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**From Praeger : Cross-Cultural Approaches to Leadership Development** before purchasing it in order to gage whether or not it would be worth my time, and all praised Cross-Cultural Approaches to Leadership Development:

Leadership development is critical to organizational competitive advantage. The key to successful leadership development programs lies in understanding the complex and always-shifting interplay of national culture,

organizational culture, program dynamics, and individual differences. Editors Derr, Roussillon, and Bournois explain the interrelationships among these influences, demonstrating how national culture may play a greater role in leadership development programs in some countries than in other countries. Contributors present varying viewpoints from the United States, France, the United Kingdom, Japan, the Netherlands, Poland, Germany, Italy, China, Vietnam, Israel, Africa, and Latin America. Perspectives on leadership management in changing organizations, on fast-track executives, and on the perspective of a clinical psychologist are included. In addition, the editors have included a discussion of the diversity-collaboration model, a highly useful tool for modulating the pendulum swings between the two extremes. In this context, diversity in the extreme is exemplified by a fluid, mobile, global labor force in which the risks include lack of unifying goals, lack of loyalty to the firm, and lack of effective action. The converse collaboration in the extreme is characterized by so much internal socialization, integration, and homogeneity that creativity is squelched and innovation is stifled. Preparing future leaders effectively entails straddling the middle by integrating highly acculturated, loyal, dedicated insiders with free agents culled from the global talent pool. The various chapters on leadership development as practiced in both developed and developing countries provide valuable insight into the utility of the diversity-collaboration model. Human resource managers, leadership development consultants, and organizational behavior consultants as well as their academic colleagues will find this work tremendously useful.

"Well documented, this work is an excellent supplemental resource for readers interested in leadership, executive development, human resource development, and global issues. Graduate, research, and professional collections."-Choice  
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"This very comprehensive book handles a topic rarely covered on an international level: how to prepare tomorrow's managers. To identify and prepare tomorrow's leaders is the most challenging task for today's Human Resources Directors."-Jeffrey A. Joerres Chairman CEO, Manpower, Inc.  
"For those of us who select and develop global leaders, this book helps us understand how it is done in different countries. It enlightens our understanding of a complex subject and underscores that the concept of leadership is culturally embedded."-Jerome Duval-Hamel Senior Executive Vice-President, Human Resources Cegetel Group and Vivendi Universal Net  
"When I read something that provides insight to organization and people development dilemmas, I always take notes. I read this book, and I took a lot of notes! It provides good insight into a refined role for Human Resources professionals. You have given us significant 'food for thought.'" -Peter A. Stickler Director of Organizational Effectiveness for a global automotive company  
"Since we now live in a world without boundaries or borders, we must find the necessary tools to increase the quality of leadership worldwide. This book does an excellent job of showing the way for leaders all over the world to gain understanding and knowledge in order to be successful in the rapidly changing global environment."-Carlos G. Gonzalez-Santibaniz Vice President for Human Resources Vitro S.A., Monterrey, Mexico  
"This book, like no other, fleshes out the complexities of leadership development across cultures, yet also offers insightful and practical advice on how to go about developing leaders within the global business environment. Executives and human resource managers working in global firms will benefit greatly from the ideas, analysis, and recommendations contained in this book."-Mark E. Mendenhall J. Burton Frierson Chair of Excellence in Business Leadership University of Tennessee, Chattanooga  
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C. BROOKLYN DERR is Staheli Professor of International Business and Executive Director of the Global Business Center at the Marriott School of Management at Brigham Young University, and is affiliated with the Lyon Graduate School of Management (EM Lyon) in Lyon, France.  
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