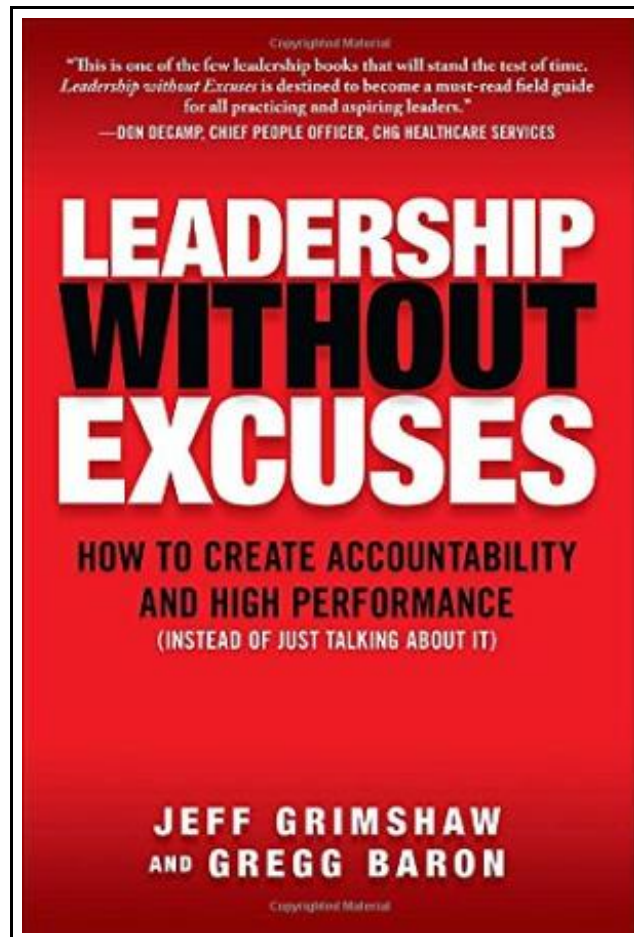


## Leadership Without Excuses: How to Create Accountability and High Performance (Instead of Just Talking about It)



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McGraw-Hill. Hardcover. Book Condition: New. Hardcover. 288 pages. Dimensions: 9.1in. x 6.0in. x 1.3in. ITS TIME FOR YOU TO INCREASE EMPLOYEE ACCOUNTABILITY NO EXCUSES! Very engaging! Grimshaw and Baron provide practical coaching points on how to translate leadership intentions into results. DAVE HILFMAN, SENIOR VICE PRESIDENT, CONTINENTAL AIRLINES A timely collection of valuable lessons on how to prevent excuses before they happen. MICHAEL PIETRUNTI, PRESIDENT and CHIEF EXECUTIVE OFFICER, KYOCERA MITA AMERICA, INC. Jam-packed with authentic examples and insights, this book encourages all leaders to actively look in the mirror and pay keen attention to the effective execution of their most important responsibilities. JEFF IRMER, VP OF SALES, THE AMERICAS, HONEYWELL AUTOMATION AND CONTROL SOLUTIONS Its never been more important for leaders to take responsibility and drive accountability. Unfortunately, in too many organizations those are just words. Grimshaw and Baron provide practical guidance on how to translate these ideas into authentic actions. JEFFREY A. HIRSCH, REGIONAL PRESIDENT, RESIDENTIAL SERVICES, NEW YORK CITY REGION, TIME WARNER CABLE About the Book There are three kinds of employees: Some are Saints; theyre always accountable. Some are Sinners; theyre never accountable. But most are Save-ables; sometimes they make good choices, sometimes they dont. What makes the difference Leadership without Excuses has the answers. Jeff Grimshaw and Gregg Baron help you put an end to the Save-ables poor choices and excuse-making and convert them into Saints. The secret is to communicate clear and credible expectations, create compelling consequences, and lead conversations grounded in reality. In order to save the Save-ables, you need to: BOOST THE CLARITY AND CREDIBILITY OF YOUR HIGH EXPECTATIONS REWARD WHAT YOU WANT TO SEE MORE OF AND STOP TOLERATING WHAT YOU DONT PROMOTE PERSONAL OWNERSHIP WHILE STRETCHING YOUR PEOPLE TAP INTO HIDDEN SOURCES OF MOTIVATION USE YOUR AUTHORITY EFFECTIVELY BUT WISELY TREAT MISTAKES...



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