



Leadership Development in Balance: MADE/Born

By Bruce J. Avolio

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This book, written by a leading scholar in leadership, takes readers through a very realistic look at what it takes to develop leadership competencies. Focusing on four major goals, this text:

- *provides the reader with a broader and deeper understanding of what constitutes authentic leadership development;
- *challenges a very basic notion that leaders are born versus made;
- *talks about the elements that comprise leadership development so readers are informed to ask the many providers of leadership development the right questions; and
- *develops full leadership potential.

There are numerous case examples used throughout the book: high-tech executives, community leaders, correctional service supervisors, bank managers in Canada, and platoon commanders in Israel. Each example is used as a general basis for discussing how people develop their leadership potential, and as models of training and evaluation.

Leadership Development in Balance: MADE/Born is intended for graduate or undergraduate students of leadership, project managers, supervisors, senior executives, school principals, health care officers, or legislators.

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Editorial Review

Review

"He presents a multilevel view of leadership development, characterizes four transformational leadership styles, and provides extensive supporting research. This volume is an excellent adjunct to leadership, leadership development, and human resource management/development courses. Highly recommended."
?CHOICE

"Throughout the book, the author takes a personal journey with the reader....Perhaps, though, this is the sign of a good book--you are left wanting to keep going on the journey...the book could be very helpful in executive coaching sessions with leaders who seriously want to improve and agree to take a thoughtful approach....the author's communication style is engaging and enlightening. He has prepared a book that is a must-read for those who really want to move to the next level of leadership as well as those of us who create the programs to help them along the way."
?PsycCRITIQUES

"The hallmark of this book is its in-depth treatment of the subject. Leadership Development in Balance is loaded with rich content. This is a masterful work on a complex subject."

?Stern's Management Review Online

"...this book should be a 'must read' for anyone who provides or receives executive coaching. The content of the book provides a framework to support the ongoing learning process that an executive coach should provide. This book is well written and is based on considerable research....It simply explains many fundamental issues about developing leadership in people that could be helpful for anyone who wants to lead others."

?The Psychologist-Manager Journal

"...an important book and one that clearly adds to our knowledge about leadership development and leading in changing, complex organizations. It addresses many critical, personal development issues that include perception and perspective building, reflection-in-action, communication skills, and leadership tactics and styles. His book should be required reading in courses and programs in leadership and leadership development."

?Academy of Management Learning & Education

"Bruce J. Avolio has created something that does not currently exist: a guide to individual leadership development that is solidly grounded in research on leadership development (scanty as it is) authored by one of the leading empirical researchers in the field....Established leaders (or prospective leaders) who want to rise to the next level will find that following this guidebook is the best way to get there."

?Ronald Riggio

Director, Kravis Leadership Institute, Claremont McKenna College

"Avolio's writing style is highly personal. Reading the book is like sitting down with the author and hearing him explain his views about leadership. Grounded in the author's research and years of practice, the writing is clear and accessible to executives, managers, and aspiring leaders."

?Manuel London

About the Author

Bruce J. Avolio is the Clifton Chair in Leadership at the College of Business Administration at the University of Nebraska at Lincoln. In addition, he is also Director of the Gallup Leadership Institute, Co-Director of the UNL and Gallup MBA/MA program in executive leadership, and Director of the Ph.D. program with a specialization in leadership at the College of Business Administration at UNL. He is a division chair at the Academy of Management, a fellow of the Society for Industrial and Organizational Psychology, and has an international reputation as a researcher in leadership.

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