

Right from the Start

TAKING CHARGE IN
A NEW LEADERSHIP ROLE

Dan Ciampa
Michael Watkins

Author of The First 90 Days

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Right From The Start Taking Charge In A New Leadership Role

Douglas A. Singh



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The Truth about Managing Your Career Karen L. Otazo, 2006 A renowned global executive coach reveals 60 proven principles and easy career management techniques to help readers discover powerfully effective ways to start a new job and make a great first impression work more smoothly with bosses and colleagues and get noticed get ahead and get to the top

Legitimacy in the Academic Presidency Rita Bornstein, 2003-09-30 How did the 1990s and early 21st century impact the evolution of the college presidency The legitimacy and performance of higher education were called into question during this period and respect for some of its leaders declined An economic downturn and the concomitant change of student enrollment patterns have required presidents to lead in compromised conditions The new emphasis on financial management and fund raising has opened the job of academic president to those with nontraditional backgrounds These new presidents must gain legitimacy differently from those of more traditional backgrounds who are struggling with their own legitimacy challenges In order to understand legitimacy Bornstein has applied theory from the social sciences and higher education literature proposing five factors that influence presidential legitimacy Individual Institutional Environmental Technical and Moral She also proposes six threats to legitimacy Lack of Cultural Fit Management Incompetence Misconduct Erosion of Social Capital Inattentiveness and Gradiosity In light of these threats she suggests strategies for gaining and maintaining legitimacy This book focuses on the impetus for leading change Bornstein draws on numerous sources for a theoretical perspective on the factors associated with the president's role in

creating legitimate change She proposes a construct of four factors to implement legitimate change Presidential Leadership Governance Social Capital and Fund Raising The concepts of transformational and transactional leadership are examined for their ability to facilitate change Bornstein finds their effectiveness limited and proposes transformative leadership a contextual approach that fits between transformational and transactional leadership in the conceptual continuum Since presidents are often recruited on the basis of their academic experience their legitimacy depends on securing resources to strengthen or transform their institution fund raising is essential Fina *Breaking Into the Boys' Club* Molly Dickinson Shepard, Jane K. Stimmiller, Peter J. Dean, 2009 The ultimate guide for women who want to advance professionally this work contains straight talk about the mistakes women make and how they can fix them in order to achieve more personal and professional satisfaction and success *Effective Management of Long-Term Care Facilities* Douglas A. Singh, 2021-11-10 *Effective Management of Long Term Care Facilities* Fourth Edition examines the complex operations of the long term care facility and offers critical skills to current and future long term care administrators for delivering quality cost effective services An excellent resource for both new and seasoned long term care managers this logically organized text begins with an understanding of what long term care is and why it is an integral part of the health care delivery system It moves on to explore the legal and regulatory parameters and payment constraints within which long term care facilities must be managed each of the main functional departments that administrators must understand and oversee and effective governance and leadership and management of human resources marketing and quality much of which is unique to nursing home administration The final section of the book offers case studies to simulate situations that the administrator is likely to encounter in practice *Developing an Onboarding Program to Improve Senior Leader Transitions in the Army* Lori Foster Thompson, 2009 **Leadership Succession and Transition for Museums and Arts Organizations** Kaywin Feldman, 2024-10-14 This book will help facilitate successful leadership transition in museums and arts organizations It is commonly noted that the greatest number of airline accidents happen during takeoff and landing The same is true for arts organizations we are at our most vulnerable during times of transition and it is critical that staff and volunteer leadership succeed in this difficult phase Surprisingly staff and boards must invent the practice each time as there is currently no how to guide for leadership transition in the arts The day that a CEO announces their resignation whether of their own decision or not is a milestone moment in an organization's history It is a time of high vulnerability for the institution due to the challenges of appointing an effective interim director and high staff board and community anxiety about the future Search committees are formed and more often than not include patrons and community representatives who are key stakeholders but may lack experience in effective hiring Once the new executive is appointed it is critical for the board members and the new director to begin with an intentional and strategic onboarding plan The book features three main sections covering the period from departure announcement to the final farewell the search and interview process and onboarding and succession

planning It was written for the boards of arts organizations search committees and for staff leadership **Be a Great Boss: The Hill Collection (4 Items)** Linda A. Hill, Kent Lineback, 2014-08-19 This digital collection curated by Harvard Business Review offers seminal ideas by leadership expert and Harvard Business School professor Linda A Hill It includes three of her most popular books *Becoming a Manager* *Being the Boss* coauthor and *Collective Genius* coauthor as well as the influential 2011 Harvard Business Review article *Are You a Good Boss or a Great One* which Hill coauthored with Kent Lineback Hill is an in demand teacher and mentor to professionals worldwide on the topics of managing change cross organizational relationships global strategy innovation talent management and leadership development This collection offers the best reading on how to be an effective leader and a better boss resulting in enhanced personal and professional success and a better performing organization All four works included in the set are influential in the field of leadership and have been embraced by practitioners everywhere who use Hill s advice to become better at what they do Linda A Hill is Professor of Business Administration at Harvard Business School and the faculty chair of its Leadership Initiative She has chaired numerous executive education programs at the school Hill serves on numerous boards of directors boards of trustees and advisory boards and her work and ideas are featured regularly in international media **Otherwise Engaged** John Guaspari, 2015-01-06 Ask leaders what their biggest challenge is and they re likely to say It s the people part of the job the soft stuff the so called intangibles *Otherwise Engaged* shines a bright light on the cause of this challenge a fundamental misunderstanding of the true nature of intangibles like engagement empowerment respect The book focuses on the too often overlooked first step in any such effort How to stop doing the things that cause people to dis engage Once you gain a better deeper understanding of the true nature of the intangibles you ll discover that you already know what to do in order to be more effective in this domain Through a story told in a light humorous style the author helps you discover what the problem is You ll learn why good faith efforts to promulgate values throughout an organization can be ineffectual and in some cases even damaging In the process you ll develop a felt need to challenge the assumptions under which you ve been working and to become more open to the possibility of considering a different way

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