

A READING LIST FOR LEADERS



Introduction

At the Employee Experience People, we help organisations understand what the ‘real’ employee experience is at their organisation and how they can improve it.

This booklet is a free guide to help you and those you work with on your journey. It is a short guide on some of the books we love and that have helped us over our careers and with our business.

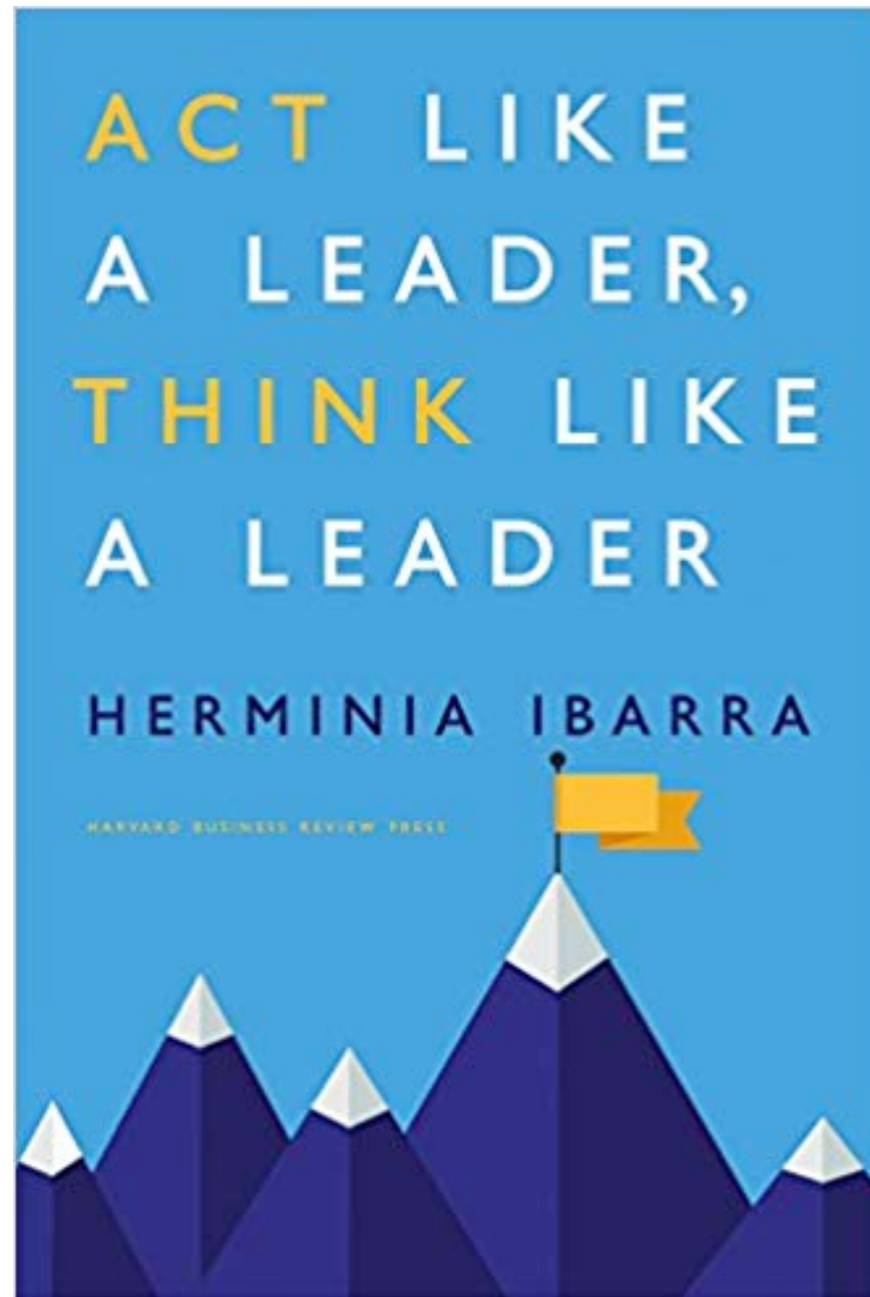
We hope you find at least one of the books useful and welcome your feedback on others books that you would recommend.

If you have any questions, comments or are interested in the work we do, please do not hesitate to contact us at:
info@theemployeeexperiencepeople.co.uk



HERMINIA IBARRA

Act Like a Leader, Think Like a Leader



ACT LIKE A LEADER, THINK LIKE A LEADER

This is a really fascinating book on leadership from Herminia Ibarra, where she literally turns much of the typical leadership thinking on its head and provides some real insight into how leaders can make radical and sustainable improvements in their competency. I particularly liked the first chapter that shows that much of the conventional wisdom on being successful requires a lot of thinking and work before moving forward is flawed. Ibarra argues a good case for learning through doing, and she encourages the leaders to get moving and doing stuff in order to improve. She calls this the Outright Principle and this concept is at the very heart of the book and Ibarra's general thesis.

The rest of the book illustrates this principle in practice, with Ibarra providing thought provoking examples, case studies, tips and ways for a leader to move beyond their existing paradigms.

So, if you are looking for an intelligent, well written and thoughtful book on leadership then check this one out.

The Checklist Manifesto



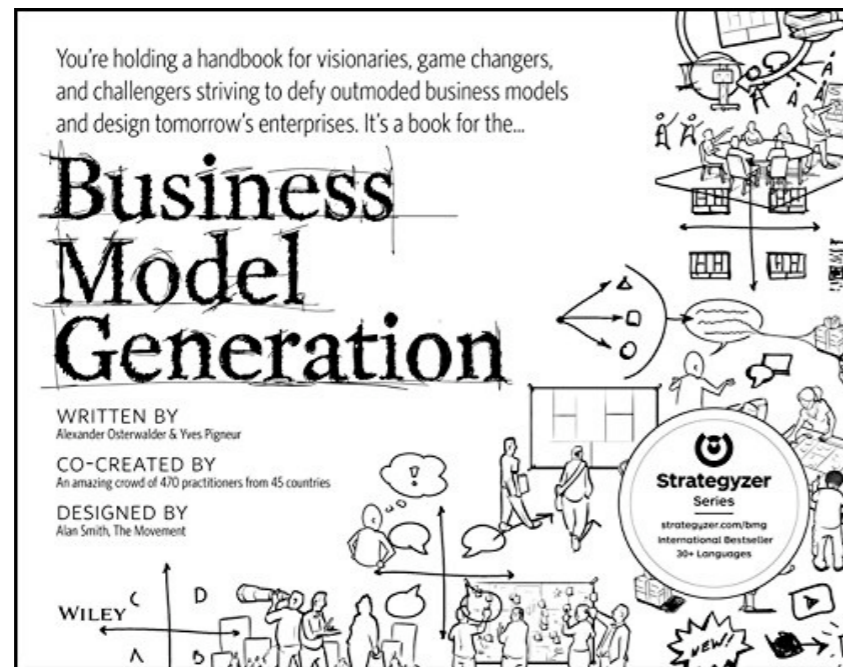
THE CHECKLIST MANIFESTO

I really loved this book. It is a really interesting read about the history of check-lists, with some great stories about how modern-day check-lists developed. It also delves deep into how check-lists have been adopted, often against great resistance, in hospitals and other environments and how they have then led to significant improvement.

Atul Gawande provides a really compelling reason and super insight into why check-lists work and how to go about using them. For an organisation looking to ensure quality and standards are improved without creating tons of paperwork or bureaucracy, then this is a book to get. It is also just a really good read that you will enjoy.

OSTERWALDER AND PIGNEUR

Business Model Generation and Value Proposition Design



How to create products and services customers want.
Get started with...

Value Proposition Design

strategyzer.com/vpd

Written by
Alex Osterwalder
Yves Pigneur
Greg Bernarda
Alan Smith
Designed by
Trish Papadakos

WILEY



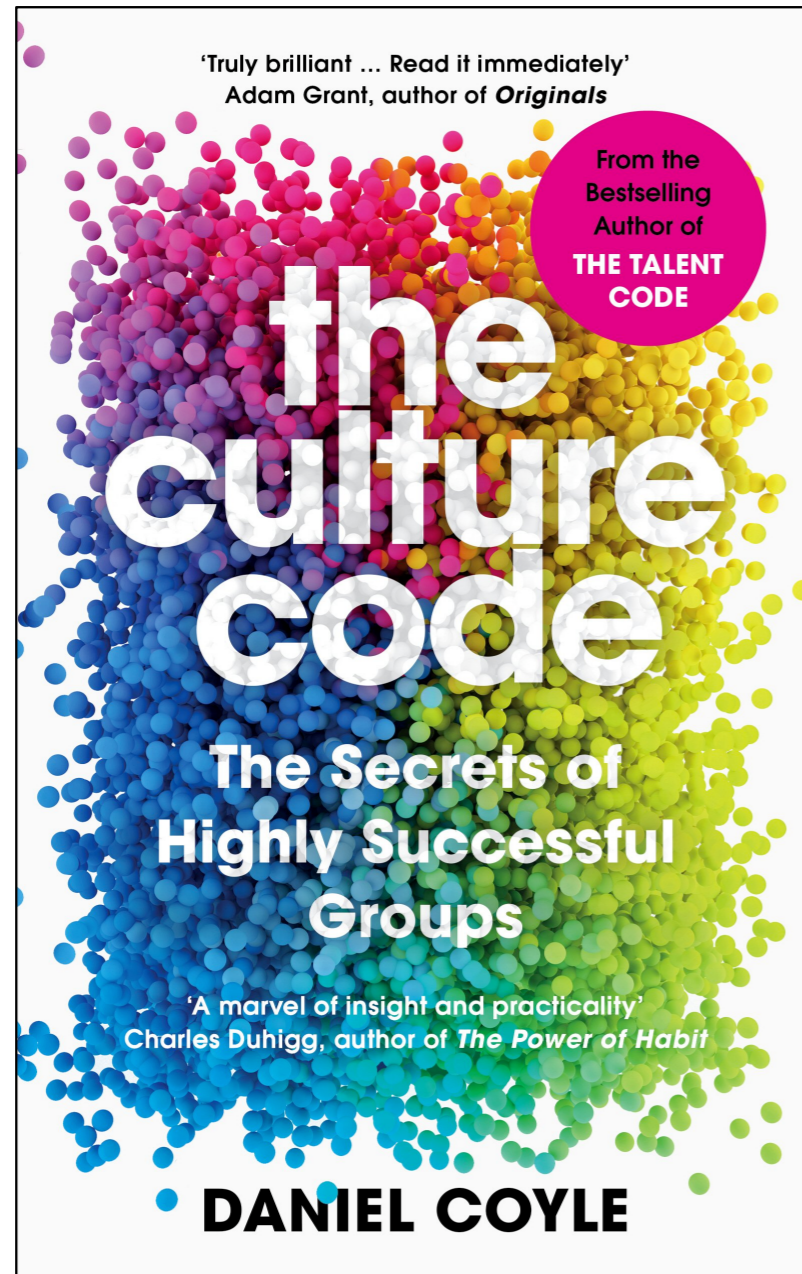
BUSINESS MODEL GENERATION & VALUE PROPOSITION DESIGN

Okay, this is actually two books, but both are really fantastic and should be bought together. Osterwalder and Pigneur have with the Business Model Generation created a really useful way of looking at an organisation and developing a clear picture of what is happening. They provide step-by-step activities to explore how an organisation operates within its wider competitive environment, bringing insight and understanding that is very clear and easy to do something about. The Value Proposition Design takes their thinking one step further and looks at how the services or products of an organisation can be better positioned to reflect the real value they can bring their customers.

We have used both books with our clients and for ourselves and they always bring value. They are not books to sit and read on a plane or at a quiet moment, instead, they are a resource to be used in a workshop or meeting. So, for a leader looking to gain some new perspective and insight into their business, then we would highly recommend buying both of these books.

DANIEL COYLE

The Culture Code



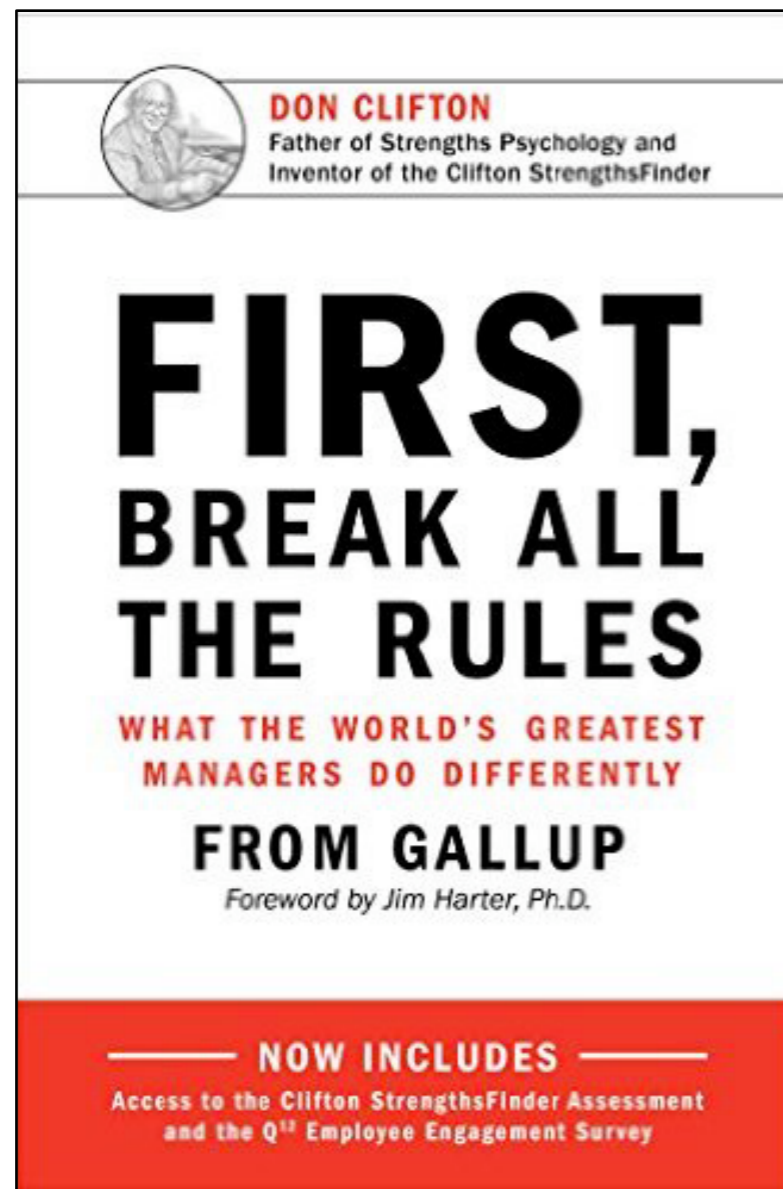
THE CULTURE CODE

This was a recommendation from someone else that turned out to be a real surprise for me. Once I started reading I quickly became engrossed in the general thesis of the book, which provides a compelling argument as to how successful organisations are built on a culture of care and super collaboration. Coyle provides numerous interesting examples of where success has been achieved by teams and their leaders through the application of some key principles around trust and inclusivity.

Besides being just a good read, this book will not just motivate a leader to put building the organisation culture at the top of their agenda but provides some clear ways to achieve this.

So, if you are looking for a good read, that shines a light on how successful teams operate and the benefit this can bring to your organisation, then this is the book for you.

First Break All the Rules

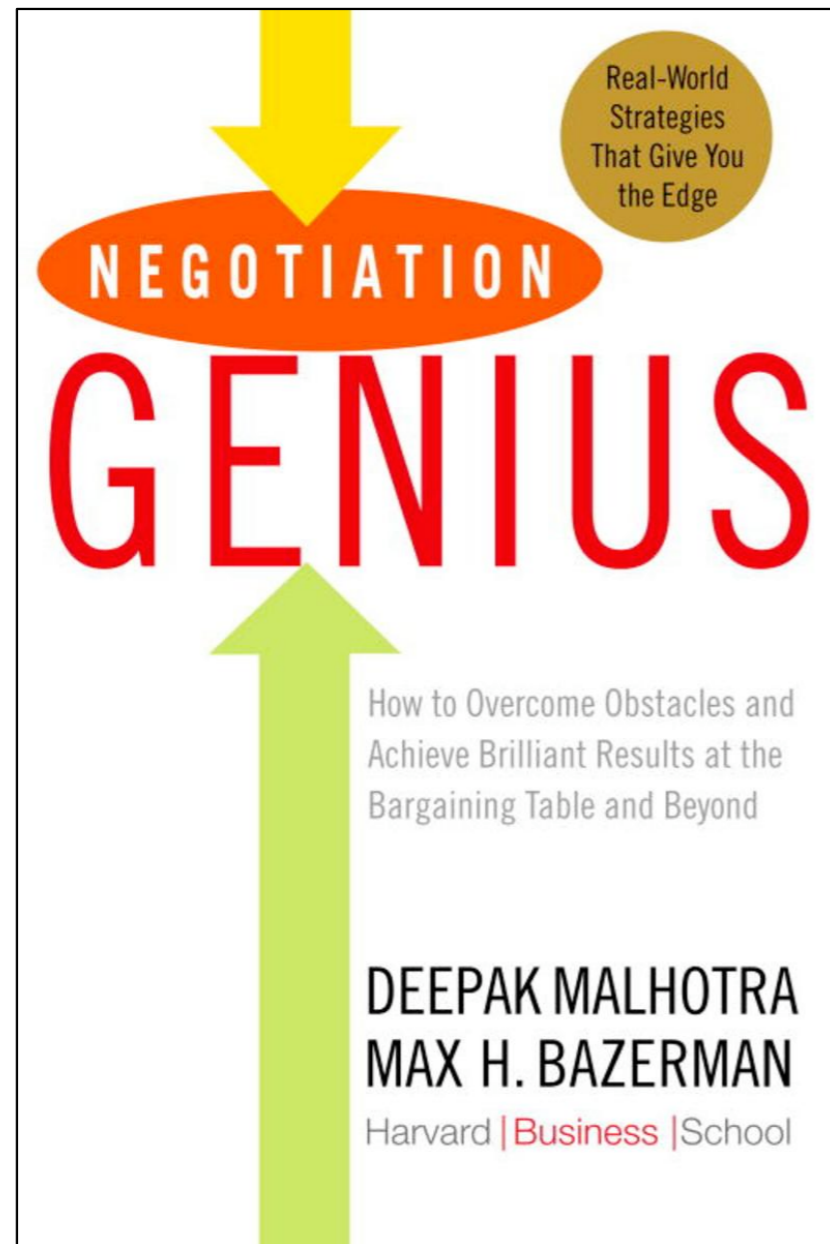


FIRST BREAK ALL THE RULES

This is a fabulous book that captures much of the essence of Gallup's approach to employee engagement and how great organisations go about achieving this. Filled with clear and insightful examples, the book takes the reader through some lessons about how to improve employee engagement and the benefits of doing this. There are other books that tackle this topic but this is quick and fun to read and is backed by some of the best research in the world on this topic.

So, if you are looking for a good start into understanding the theory and practice of employee engagement, then this is a great place to start.

Negotiation Genius



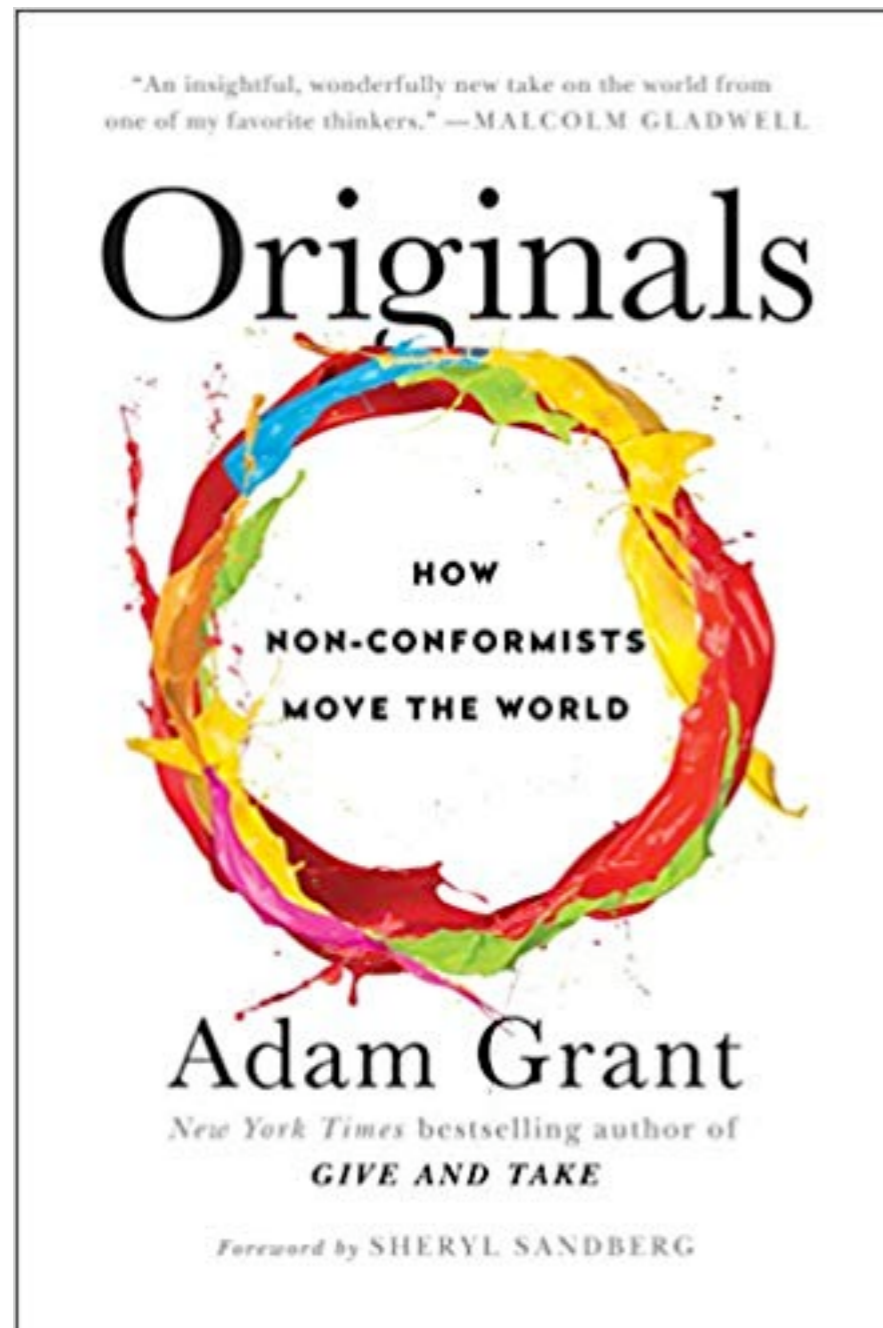
NEGOTIATION GENIUS

There are lots of books and approaches to negotiating, but this is not just one of the best but also one of the easiest to understand and apply. Written by two academics from Harvard Business School, the authors provide not just a clear and concise understanding of how to conduct a negotiation, but also how to dramatically improve your chances of being successful doing this.

There is not much more to say about this book except to say if you or your organisation is involved in negotiations at any level then you should buy and read this.

ADAM GRANT

Originals



ORIGINALS

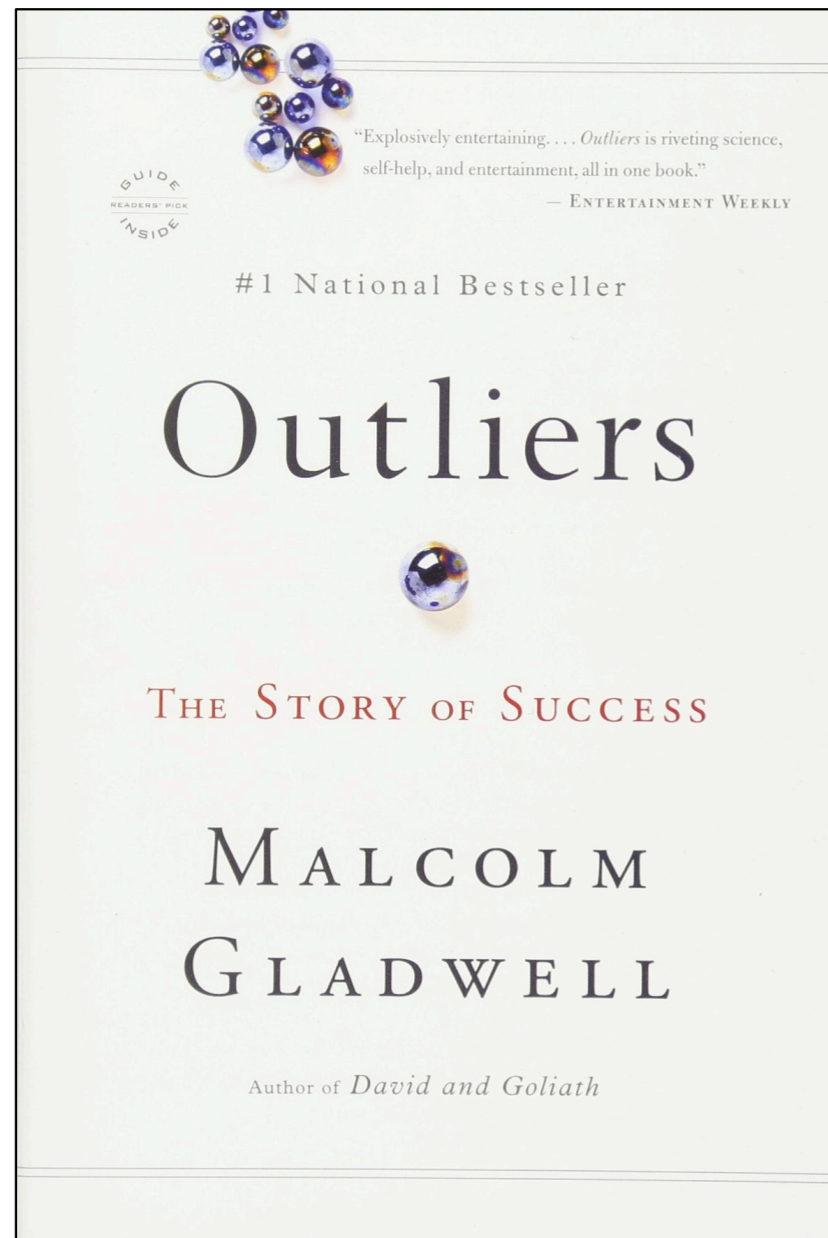
Another book to love. Grant is a highly influential thought leader and has provided a fantastic book on how we can all become 'originals'. Drawing on a wealth of research, insight and experience Grant takes the reader through a journey of ideas and stories that weave a compelling narrative of how individuals can become more creative and bring about change to their world.

Grant is also a myth buster, showing that many of the paradigms and beliefs that we believe are the recipe for success are either untrue or not quite what we were led to think.

This is the kind of book to kick off your shoes, pour yourself a drink and indulge yourself in.

MALCOLM GLADWELL

Outliers - The Story of Success



OUTLIERS

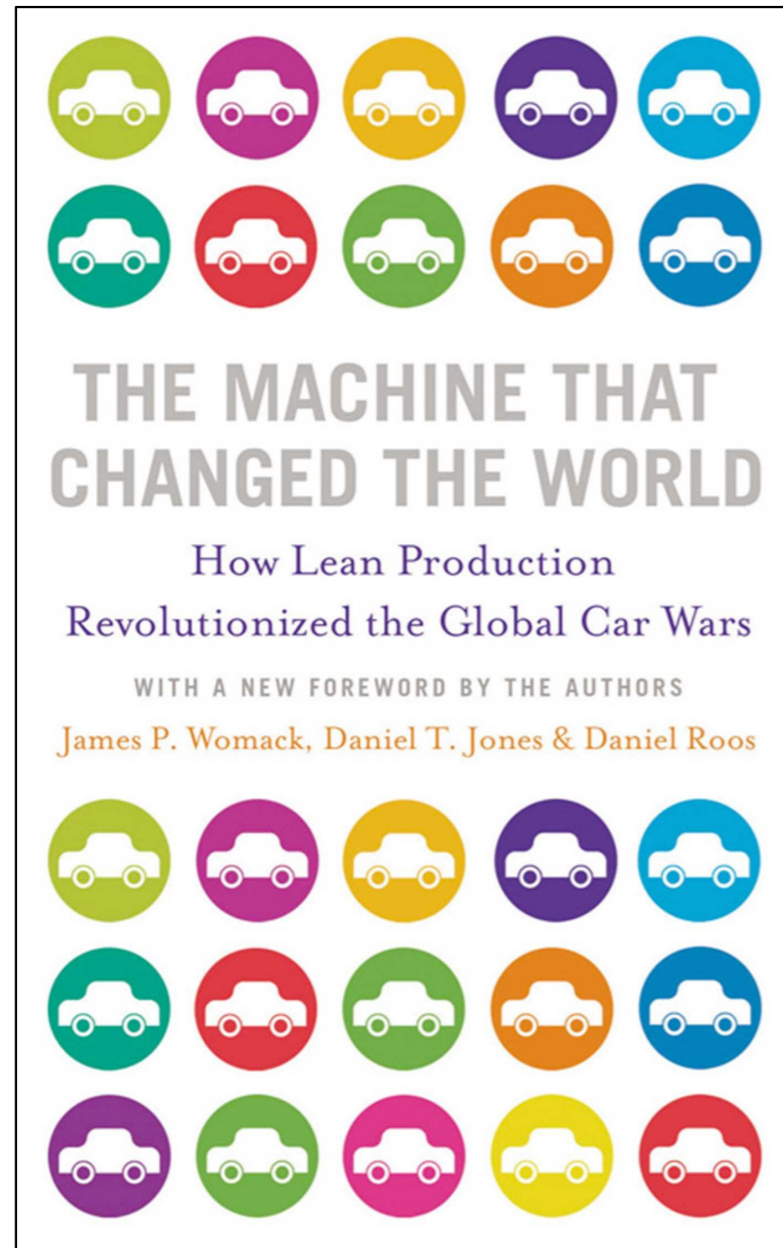
I must admit that this is another book I love, in fact, I have read pretty much everything that Gladwell has written. His writing style is engaging and the insight he brings to some of the important concepts and key phenomena of the world are amazing.

Outliers is one of his longest books and is jam-packed with examples of how some of the most well-known people in our modern era became masters of their universe. Central to Gladwell's thesis is that talent is not the differentiator between success and failure. Instead, people become great due to the work they put in, specifically they practice, practice and practice, putting at least 10,000 hours into their chosen field. As such Gladwell's book is super motivational, showing that we don't have to accept our lot and that if we can just put the effort in then we will develop mastery and excellence.

This really is a great read and once read will lead to you buying more of Gladwell's books.

WOMACK, JONES AND ROOS

The Machine That Changed the World



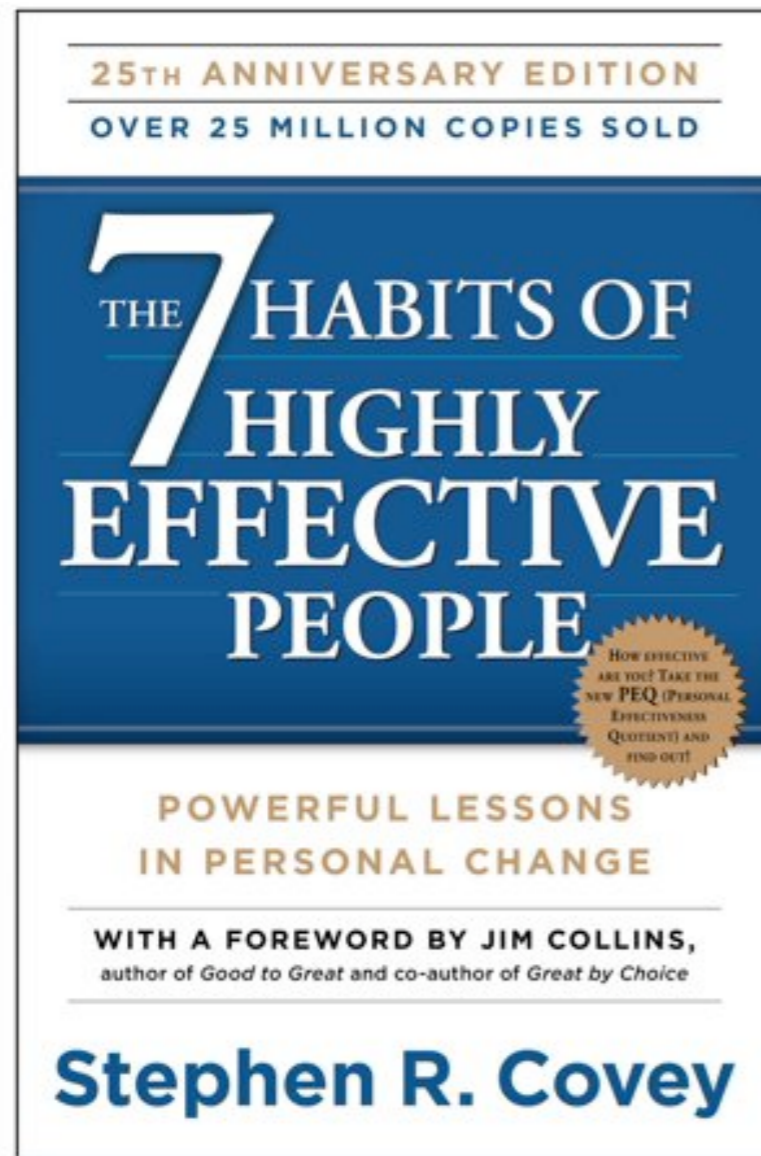
THE MACHINE THAT CHANGED THE WORLD

This is one of the first and best books on the Lean system of thinking. The authors provide a detailed historical account of the development of modern manufacturing and how this leads to the production of the modern motor car. They then explore in detail some of the key elements of the Lean system, with clear examples and the reasons behind the thinking. It is probably a book more suited to organisations that manufacture or produce things, however, it is also an enjoyable read, especially the historical chapters.

As a consultancy that works in and around organisations that either utilise or need a heavy dose of Lean thinking, we have found this an invaluable source of wisdom and a great introduction to what has become a complex and in cases nuanced system of thinking.

STEPHEN COVEY

The 7 Habits of Highly Effective People



THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE

This is one of the first and best books on how to improve your world, become more effective in your life and ultimately be happier at what you do. The lessons are aimed towards people in business, but could be used in one's social world too. Dr. Covey was an original thinker, a great writer and someone who changed much of the thinking around leadership and management.

The book is divided up into seven sections covering the 7 habits, each one clearly explaining the key theory and meaning behind the habit. In my experience, everyone finds a habit that has particular meaning and resonance for them and I am sure anyone picking up this book for the first time will experience the same.

Although the title may put some people off, it really is a book to have in your library and to dip in when you need a moment to re-think things.