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BOOK REVIEW

# REV. DON BROADWELL

Don Broadwell's *A Handbook for Collaborative Leaders: Millennials Assess the Workplace of Today* is an innovative and essential resource for leaders navigating the complexities of the modern workplace. With over 30 years of experience in tutoring and mentorship, Broadwell crafts a leadership manual that redefines leadership as a process centered on collaboration and problem-solving. This book serves as a guide for anyone eager to build a culture of inclusivity and mutual respect while tackling today's workplace challenges head-on.

Broadwell begins with a bold critique of traditional leadership paradigms, particularly the long-standing Situational Leadership model developed by Paul Hersey and Ken Blanchard. While widely respected and utilized for over six decades, Broadwell argues that this model focuses too heavily on internal factors like trust, familiarity, and interpersonal dynamics, neglecting the external challenges that employees encounter in their day-to-day roles. To address this gap, Broadwell introduces his revolutionary "Twin-Poled Leader" model, which reframes leadership as a dynamic process grounded in external problem-solving. This model not only challenges the status quo but also provides a roadmap for leaders seeking to reconcile traditional authority with participatory, collaborative practices.

The book's practical framework is one of its standout features. Broadwell doesn't just theorize about collaboration—he demonstrates how to achieve it. He begins by outlining the role of a neutral third-party facilitator in guiding collaborative efforts. This initial phase offers readers a safe and structured environment to develop their skills. As the book progresses, the scenarios become more nuanced, addressing real-world complexities such as navigating anger, hidden agendas, and conflicts where the leader is also a key stakeholder. Broadwell's incremental approach ensures that readers develop a deep, layered understanding of collaboration, equipping them with the confidence to tackle even the most challenging situations. A hallmark of the book is its emphasis on experiential learning. Rather than relying solely on theoretical examples, Broadwell incorporates case studies authored by his former students. These real-world scenarios highlight the transformative impact of collaborative leadership, illustrating how supervisors and employees can come together to create solutions that benefit everyone involved. These stories are not only inspiring but also serve as actionable templates for readers looking to implement similar strategies in their organizations. What sets *A Handbook for Collaborative Leaders* apart is its resonance with millennial leaders and workplaces. Millennials, now the largest demographic in the workforce, value collaboration, inclusivity, and meaningful

By addressing the unique needs and expectations of this generation, the book positions itself as an indispensable tool for fostering workplace cultures that thrive on mutual respect and shared goals.

The book also responds to unresolved challenges in leadership theory. In 1989, jurist Michael Josephson posed a critical question: how can authority-based leadership coexist with participatory models? Broadwell's Twin-Poled Leader model is a direct answer to this challenge. By balancing these seemingly opposing forces, he provides a framework that is not only practical but also forward-thinking, setting a new standard for leadership in the 21st century.

Another compelling aspect of the book is its focus on relationships within the workplace. Broadwell emphasizes the importance of supervisors and rank-and-file employees forming bonds that transcend individual roles. This sense of unity and shared purpose is a recurring theme throughout the book, reinforced by the case studies and practical exercises that encourage readers to put theory into practice.

From a literary agent's perspective, *A Handbook for Collaborative Leaders* is a standout work that has the potential to make a significant impact in the field of leadership development. Its unique blend of innovative theory, practical tools, and real-world applications makes it a valuable addition to the leadership genre. For traditional publishers, the book offers an opportunity to champion a work that is both timely and transformative, addressing critical gaps in existing leadership literature.

Broadwell's writing is accessible yet profound, ensuring that readers from all backgrounds can engage with the material. Whether you are an experienced executive seeking to refine your approach or an emerging leader looking for a roadmap to success, this book delivers actionable insights that can be immediately applied.

In conclusion, *A Handbook for Collaborative Leaders: Millennials Assess the Workplace of Today* is more than just a leadership guide—it's a vision for the future of work. By equipping readers with the tools to foster collaboration, solve problems, and create meaningful change, Don Broadwell has crafted a work that will resonate with leaders