

"If you are a high-potential leader, or want to become one,
this is the book for you."

—**Laszlo Bock**, Senior Advisor and Former SVP of People Operations, Google

THE
**HIGH-
POTENTIAL
LEADER**

How to Grow Fast,
Take on New Responsibilities,
and Make an Impact

RAM CHARAN

The High Potential Leader

Book Highlights

The Role In Adaptability

Amid everything new and different, today's high-potential leaders must be able to identify the untapped opportunities their companies will pursue and mobilize the firm

Businesses might need to be transformed more than once a year and they should be ready for it

The 3 characteristics

- 1- They imagine on a large scale**
- 2- They seek what they need to make it happen**
- 3- They understand the concept of an ecosystem**

The Value

High Potential Leaders multiply the energy & skills of others.

Their value lies in not what they can personally accomplish but in how they can bring together and motivate other people to accomplish much more than what they could do on their own

They integrate specialized expertise, differing viewpoints, and narrow interests to create new solutions and make better, faster decisions that'd otherwise happen

The 3 Questions

Ask yourself these 3 questions:

Q1. What new ideas have I experimented with?

Q2. What have I learned?

Q3. What follow-up steps will I take?

How To Create More Time Within The Day

- 1- Become really good at hiring the right people and putting them in the right jobs**
- 2- If you see someone that wasn't upto the job, move them**
- 3- Start planning ahead of time especially the tings you'd pass on to others**

Set & Reset Your Priorities

Make a clear distinction between goals and priorities

Goal could be a clear distinction of what you want to achieve

Sometimes you set them, while often they are set for you

Priorities are the actions ypu take to achieve your goals

You decide which one matter the most

Delegate & Follow Through

Spend time on things only you need to do and delegate the rest

This may be difficult as you think no one else can do things as well as you can, but your performance will suffer if you can't relinquish control and hand projects off to others

Identify A Person's God Given Talent

The best way to power up your organisation and your leadership is to improve your skill in judging and developing other people's talents

This applies to who work with you even if they don't report to you directly

How To Assess Your Good Ideas

For many products, the toughest issue is not whether the idea can be made practical but whether it can be scaled up. brought to market properly and deliver financial results

You should be able to answer a set of questions

Who is the customer?

How will it change the customer's end-to-end experience, digital or non-digital?

Will it substitute an existing experience?

Will customers find it compelling?

Will it require a change in the customer's habit?

Can the idea be converted into a platform?

What will it take to scale up fast?

What funding are you going to need?

When will it show a positive ROI?

What will prevent you from succeeding?

Executing Big Ideas

The heart of getting things executed well lies in how you work within 3 core processes that every firm has :

For Managing People

For Managing Strategy

For Managing Operations

You have to be involved in all the three areas, get information and real dialog going in them, & recognize the connections among them,

All of the forward momentum depends on the things you'll learn and how well you do, So 'Keep Learning'

Build Diverse Networks

Networks are becoming increasingly important to everyday work as companies foster collaboration among various departments, partners and individuals in the so called 'Gig Economy'

Seek Information From Everywhere

Information stimulates learning.

Diversity of information stimulates creativity.

Reading conversations and learning events are a great source of information so include them in your day, week, and month

Reading

Ideally, you want a specific time devoted to reading everyday, whether it's morning, evening, or in between and make it a rule to spend 30 mins minimum

Use the time to keep up with the trends and topics that are making headlines, and the ones that relate to you and your runway

Stay Mentally Flexible

As you feed on information, try to become aware of how you process it. Habits of thinking can limit you or open new lanes of creativity- making you more adaptable to change

Reframing

Looking at things from a completely different perspective can increase your range of options and provide insight into overcoming problems.

It can unclog psychological blockages and lead to breakthrough ideas. It'll help you understand the customers better and negotiate well

The Virtue Of Leaps

Venturing into unknown, ambiguous new situations versus doing an expanded version of the same job is the best preparation for the challenges you'll face at the highest organisational levels, when you have to integrate many functional areas, balance conflicting interests, and sort through a large number of variables

Disclaimer

**This is just a summary. For a better understanding,
reading the book is highly recommended**

This summary is as per my interpretation and learning

Please excuse any errors

Thank You For Reading

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