



Leader of Leaders

SKILLSOFT ASPIRE JOURNEY

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Taking on a senior leadership position for the first time is more than just straight forward career progression. It's entry into the big leagues. It means higher stature, greater prestige, and new opportunities. But, of course, it also means a whole new set of responsibilities, challenges, and demands. Now the buck stops here with you. And that means the pressure and expectations are different than those you've experienced before. It's a lot to cope with, and not everyone initially has what it takes to handle it. At the most fundamental level, coping with these new demands and expectations requires leadership maturity. However, most new senior leaders have never been coached or prepared for leadership maturity. It's about more than being a skilled or a competent leader.

Leadership maturity is about cultivating and employing empathy, timing, and judgment. Leadership maturity can be an elusive concept, but it's not inscrutable. It can generally be broken into four-key components. First, a mature leader can see and understand their function from multiple perspectives. They understand that it is part of something bigger. It doesn't exist in isolation. It's part of an organization. There's a symbiotic relationship, meaning that what happens in one function can affect other functions and the broader organization.

A mature leader can understand and think about things from perspectives other than their own. Similarly, another competency that reflects leadership maturity, is being able to think like a business person as opposed to a functionary. That means having a view of the entire business, not just your own function, and it means understanding that the ultimate priority is what's good for the organization as a whole. This, in turn, requires that mature leaders manage their operations from the perspective of the broader business and adjust to the wider scope of responsibility that comes with their senior role.

Senior leaders need to be fully cognizant that what happens in their functional area can impact the entire organization in both positive and negative ways. And, in this regard, another competency of leadership maturity is being able to communicate with a multilayered group. Senior executives need to effectively navigate numerous layers of management which can make it challenging to ensure their message is clearly and consistently communicated throughout their organizations. Especially when people are dispersed in different offices, states, countries, and time zones. A mature leader puts the systems and structures in place to effectively overcome these challenges. This also relates to a fourth-key competency that reflects leadership maturity. Being able to build trust and delegate responsibly.

A senior leader can't do their job effectively while micromanaging or having hands on involvement in everything. It's important and necessary to be able to let go and to delegate and trust your management teams. Overall, there's no question that senior leadership entails many challenges that won't have been encountered at lower management levels. High performing and successful mid-level managers can often get away without possessing leadership maturity, only to find that, once elevated to senior leadership, cracks appear. That's why it's so important to be able to recognize, develop, and display the key competencies that reflect leadership maturity, in order to have success in your new leadership role.

This **Leader of Leaders leadership journey** strengthens your ability to think strategically and shape the culture of your organization.



Leader of Leaders Journey

When you become a leader of other leaders, you reach a critical moment that requires a different kind of leadership. You will likely guide people through disruption and change. This leadership journey strengthens your ability to think strategically and shape the culture of your organization.

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 12 courses | 9h 13m 47s  20 book summaries | 6h 26m 31s



Track 1: Moving into Senior Leadership

2 courses | 44m 25s | 6 book summaries | 52m 31s



Track 2: Strategic Thinking

2 courses | 1h 39m 5s | 3 book summaries | 29m



Track 3: Shaping Culture

2 courses | 1h 47m 15s | 3 book summaries | 1h 34m



Track 4: Leading through Disruption

4 courses | 2h 55m 26s | 5 book summaries | 1h 58m



Track 5: Leading Change

2 courses | 2h 7m 34s | 3 book summaries | 1h 33m

Moving into Senior Leadership

Transitioning into senior leadership can be challenging. The approach, the attitudes, or the mindset that worked well in a mid-level management role might not be sufficient in a more senior role. A successful transition is often about discarding the ol...

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Leadership
Transitions: Moving
into Senior
Leadership

Course Objectives

- recognize the key competencies that reflect leadership maturity
- identify the qualities required to manage a functional area
- identify the key considerations for transitioning into an executive position
- recognize best practices for effective delegation at the senior management level
- identify the best practices for building strong relationships with leaders you manage



Leadership Insights
on Transitioning to
Senior Leadership

Course Objectives

- Acquire insights on how leaders must think strategically and spend more time talking to people outside their organization.
- Acquire insights on the three tools a CEO or senior leader must use: self-disclosure, inquiry, and listening.
- Acquire insights on the most common challenges faced by senior leaders.
- Acquire insights on the 3 P's leadership model.
- Acquire insights on some characteristics of a high-performing leader.
- Acquire insights on the importance of responding instead of reacting in a situation to get the results you desire.
- Acquire insights on the four components of effective decisions.



③ The Leadership Pipeline: How to Build the Leadership-Powered Company

BOOK SUMMARY | by Stephen Drotter, James Noel, Rami Charan | 5m

For managers and human resource professionals, The Leadership Pipeline is a proven method of leadership development a corporation can use to develop a pool of talent from which to build strong, effective management. In this Review, we discuss t...

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④ Anticipate: The Art of Leading by Looking Ahead

BOOK SUMMARY | by Rob-Jan de Jong | 10m

Anticipate provides practical techniques for leaders to develop their vision for the future of their business, enabling them to anticipate change and thus gain strategic advances over their competitors. In this Summary, we discuss the salient points of th...

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⑤ Bankable Leadership: Happy People, Bottom-Line Results, and the Power to Deliver Both

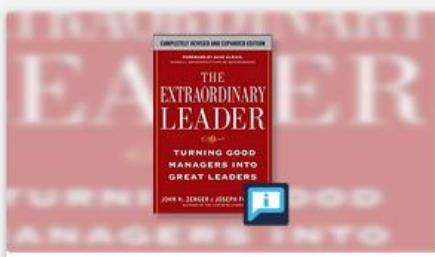
BOOK SUMMARY | by Tasha Eurich | 5m

Bankable Leadership uses decades of research and entertaining anecdotes to debunk common leadership myths and reveal the true secret to unleashing the full potential of your team. In this Review, we discuss the salient points of the book based on our...

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⑥ The Extraordinary Leader: Turning Good Managers into Great Leaders, Revised and Expanded Edition

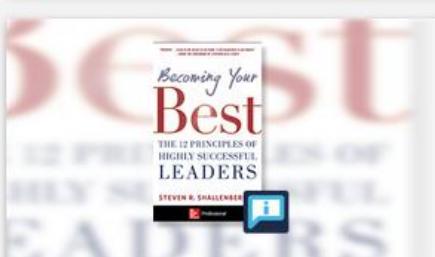
AUDIO SUMMARY | by Jack Zenger, Joseph Folkman | 19m

In The Extraordinary Leader, authors Jack Zenger and Joseph Folkman discuss the competencies and actions that good leaders need to take to become great leaders. In this Summary, we discuss the salient points of the book based on our interpretation ...

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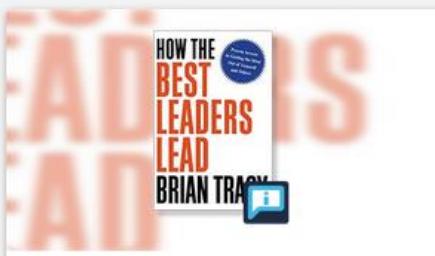
⑦ Becoming Your Best: The 12 Principles of Highly Successful Leaders

BOOK SUMMARY | by Steven Shallenberger | 5m

In Becoming Your Best, author Steven Shallenberger describes 12 guiding principles and explains how they form the foundation of leadership success. In this Review, we discuss the salient points of the book based on our interpretation of its contents.

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⑧ How the Best Leaders Lead: Proven Secrets to Getting the Most Out of Yourself and Others

BOOK SUMMARY | by Brian Tracy | 8m

In How the Best Leaders Lead, Brian Tracy examines the leadership strategies of successful businesspeople and shows how, by putting their ideas into practice, anyone can become an effective leader. In this Summary, we discuss the salient points of the ...

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Strategic Thinking

Leaders need to think strategically to move the business forward. Learn how to incorporate strategic thinking into your leadership skillset.

▶ 2 courses | 1h 39m 5s 📚 3 book summaries | 29m



Leading with Strategic Thinking

Course Objectives

- identify actions that mitigate the challenges to development
- recognize motivational factors that encourage development
- identify actions for developing performance improvement
- recognize actions for setting and maintaining high standards



Leadership Insights on Strategic Thinking

Course Objectives

- Acquire insights on how leaders must think strategically and spend more time talking to people outside their organization.
- Acquire insights on how strategic thinking of a leader is different from that of a manager.
- Acquire insights on the different ways in which leaders can improve the quality of people's thinking.
- Acquire insights to understand just when and where you do your best thinking--it's likely not at work.
- Acquire insights on how a leader should think strategically to effectively align time with goals.
- Acquire insights on the different factors that can help you make sense while doing strategic planning.
- Acquire insights on how strategic success depends on a clear plan of action.
- Acquire insights on the importance of transparency in communicating a strategy.
- Acquire insights on how to ask better questions.
- Acquire insights on understanding that asking questions can push ideas forward.
- Acquire insights on how the logic of being wrong is so central to being able to move things forward.
- Acquire insights on how being dead wrong about something enables you to ask questions that others don't ask.
- Acquire insights on how asking the right questions can build an idea into something better.



2 Strategic Thinking: A Nine Step Approach to Strategy and Leadership for Managers and Marketers, 3rd Edition

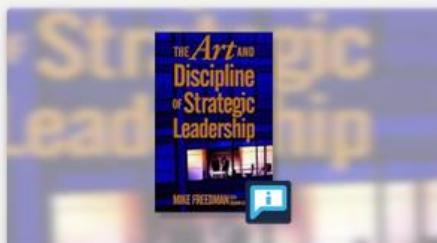
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BOOK SUMMARY | by Simon Wootton, Terry Home | 10m

Strategic Thinking offers a nine-step approach for becoming a strategic thinker and, consequently, a strong, strategic leader. In this Summary, we discuss the salient points of the book based on our interpretation of its contents.

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4 The Art and Discipline of Strategic Leadership: Drive Breakthrough Strategic Thinking Throughout Every Level...

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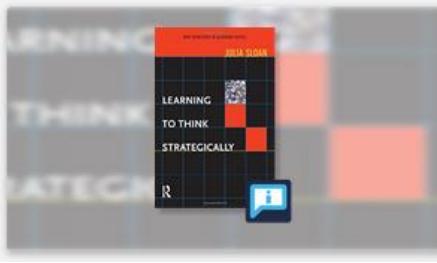
BOOK SUMMARY | by Mike Freedman, Benjamin B. Tregoe | 8m

The Art and Discipline of Strategic Leadership offers a clear, effective five-phase process for developing and implementing business strategies that could transform an organization. In this Summary, we discuss the salient points of the book based on ...

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5 Learning to Think Strategically

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BOOK SUMMARY | by Julia Sloan | 11m

Learning to Think Strategically provides a theoretical framework that links a continuous cycle of learning to strategic thinking and performance. In this Summary, we discuss the salient points of the book based on our interpretation of its contents.

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Shaping Culture

Today's leaders operate in a multi-cultural environment. Learn how to lead global teams to foster cross-cultural understanding.

2 courses | 1h 47m 15s

3 book summaries | 1h 34m

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Leading across
Cultures

Course Objectives

- recognize the characteristics of leaders who are culturally competent
- differentiate among the three components of cultural intelligence
- recognize guidelines for bridging cultural differences in order to achieve common goals
- identify the types of information culturally intelligent leaders should gather about the culture of the people they're trying to motivate and influence
- recognize how different leadership styles are perceived by different cultural audiences in order to determine how you might adapt your leadership style
- recognize barriers that can create conflict on cross cultural teams
- reflect on what you've learned



Leadership Insights
on Leading Across
Cultures

Course Objectives

- Acquire insights on becoming an effective global leader by staying informed and flexible.
- Acquire insights on becoming more thoughtful and aware when dealing with people from different cultures.
- Acquire insights on developing a relationship of trust and mutual respect with customers and clients from different nationalities and regions.
- Acquire insights on how to connect with people from various cultures by finding similarities and what you have in common to build good relationships.
- Acquire insights on the importance of using emotional intelligence to effectively communicate with people from various cultural backgrounds.
- Acquire insights on how to have effective conversations on sensitive topics with people from different cultural backgrounds.
- Acquire insights on building relationships across cultures using tactics other than small talk.
- Acquire insights on the mistakes most managers make with cross-cultural training and how to avoid them.
- Acquire insights on how to praise people from different cultures so that they understand and appreciate your intentions and effort.
- Acquire insights on how to communicate in a foreign culture with a mix of your own personality and cultural sensitivity.
- Acquire insights on how to effectively manage a team that's spread out all over the world by overcoming any obstacles and bring out their best potential.
- Acquire insights on the six basic dimensions of communication that vary from culture to culture and, in turn, improve chances of success in your professional and personal lives.

The image shows the cover of a book or report titled "MIT SLOAN MANAGEMENT REVIEW on Leading Across Cultures". The cover features a blue and white design with the title and the MIT SMR logo.

② MIT Sloan Management Review on Leading Across Cultures

BOOK | by MIT Sloan Management Review | 1h 15m

In this collection of articles from MIT Sloan Management Review, you'll learn how you can be an effective leader across different cultures, and what management styles are best in an increasingly diverse workplace.

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The image shows the cover of a book titled "BRIDGING THE CULTURE GAP: A PRACTICAL GUIDE TO INTERNATIONAL BUSINESS COMMUNICATION" by Penny Carté and Chris Fox. The cover features a globe and the authors' names.

③ Bridging the Culture Gap: A Practical Guide to International Business Communication

BOOK SUMMARY | by Penny Carté, Chris Fox | 10m

Bridging the Culture Gap will help you become a better communicator by examining the cultural differences that exist in the intricate world economy in which we operate. In this Summary, we discuss the salient points of the book based on our interpr...
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The image shows the cover of a book titled "THE TALENT POWERED ORGANIZATION: Strategies for Globalization, Talent Management and High Performance" by Robert J. Thomas, Peter Cheese, and Elizabeth Craig. The cover features a globe and the authors' names.

⑤ The Talent Powered Organization: Strategies for Globalization, Talent Management and High Performance

BOOK SUMMARY | by Robert J. Thomas, Peter Cheese, Elizabeth Craig | 9m

Through case-studies and real-life metrics, The Talent Powered Organization demonstrates how aligning talent with your business strategy outcomes will make you a powerhouse in your market. In this Summary, we discuss the salient points of the ...
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Leading through Disruption

Disruption impacts every organization. Learn strategies to effectively lead during turbulent times.

4 courses | 2h 55m 26s

5 book summaries | 1h 58m



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Leading through
Disruption

Course Objectives

- recognize typical misunderstandings about “disruption” that need to be overcome
- recognize the mindsets that leaders should adopt in order to embrace the potential for disruption in their organization
- recognize the difference between being a strategist and being a leader of strategy through disruption
- recognize opportunities leaders can leverage to gain control of disruption, depending on the state of disruption in their industry
- Identify best practices for driving lasting organizational change from the bottom up



Leadership Insights on
Leading through
Disruption

Course Objectives

- Acquire insights on aligning commitments and mobilizing talent in your organization for long-term success.
- Acquire insights on true adaptability to change by looking at a situation from multiple points of view.
- Acquire insights on how to lead effectively by staying ahead of disruptive innovation.
- Acquire insights on the different attributes of a successful leader.
- Acquire insights on how to exploit disruption in your organization.
- Acquire insights on how to lead your team effectively through disruptive innovations.



The Agile Leader

Course Objectives

- recognize characteristics associated with an agile leadership style
- identify mindset shifts that overcome agility obstacles
- recognize actions that demonstrate steps in the cycle of balancing focus and agility
- identify skills most valuable to agile leadership
- identify actions that drive others to reach solutions



Leadership Insights on Leading with Agility

Course Objectives

- Acquire insights on how members of a Formula One team can embrace change, both in their competition and in technology.
- Acquire insights on psychologically safe work environments which foster innovation, creativity, candor, and inclusivity.
- Acquire insights on how expertise can be the enemy of innovation.
- Acquire insights on the three essential attributes of agile leaders.
- Acquire insights on how leaders can learn to be adaptive by imagining themselves as an iceberg.
- Acquire insights on leading change through distributed leadership which encourages ideas from people at all levels.
- Acquire insights on the different approaches that leaders can take to go faster every day, particularly by focusing on what matters the most.
- Acquire insights on how to be more agile in a fast changing environment by continuous assessing where you are with respect to your goals.
- Acquire insights on how leaders can create an effective organization that is agile, flexible, and resilient.
- Acquire insights on how leaders can make a difference by constantly renewing their ways of working according to today's changing world.
- Acquire insights on why it is important for the leaders to change their leadership styles with changing attitudes toward customers and customer service in today's market.
- Acquire insights on the importance of working on your weaknesses for a flourishing career.
- Acquire insights on how slow leadership can help in producing a better outcome with quick decision-making.
- Acquire insights on why leaders should not lead during an amygdala hijack.
- Acquire insights on being uncompromisingly open.
- Acquire insights on why it's not good to be consistent.
- Acquire insights on understanding the evolution of agile development into a number of techniques, including scrum, sprint, and product increment.
- Acquire insights on how to uncover the blind spot of what you don't know.
- Acquire insights on understanding that people must have the intellectual humility needed to change their minds in order to turn that friction into true innovation.
- Acquire insights on finding a leadership style that works for everyone.
- Acquire insights on fast, frequent feedback and the path to excellence.

Leading Through Disruption

② MIT Sloan Management Review on Leading Through Disruption

BOOK | by MIT Sloan Management Review | 1h 21m

In this collection of articles from MIT Sloan Management Review, you'll learn the effects disruption can have on strategy, and the best ways to keep your company going when a disruptive technology affects your industry.

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Mapping Innovation

③ Mapping Innovation: A Playbook for Navigating a Disruptive Age

BOOK SUMMARY | by Greg Satell | 10m

Mapping Innovation is a guide for anyone who wants to pursue innovation but doesn't know where to start. In this Summary, we discuss the salient points of the book based on our interpretation of its contents.

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Disrupt You!

⑤ Disrupt You! Master Personal Transformation, Seize Opportunity and Thrive in the Era of Endless Innovation

BOOK SUMMARY | by Jay Samit | 4m

In Disrupt You!, author Jay Samit guides you on the journey to personal transformation and, ultimately, success. In this Review, we discuss the salient points of the book based on our interpretation of its contents.

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The Agility Shift

⑦ The Agility Shift: Creating Agile and Effective Leaders, Teams, and Organizations

BOOK SUMMARY | by Pamela Meyer | 10m

The Agility Shift provides leaders at all levels in an organization with the mindset, strategy, and practical tools to make them agile. In this Summary, we discuss the salient points of the book based on our interpretation of its contents.

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Adaptive Capacity

⑨ Adaptive Capacity: How Organizations Can Thrive in a Changing World

BOOK SUMMARY | by Juan Carlos Eichholz | 13m

Adaptive Capacity teaches you the theory behind adaptation as it applies to organizations and the people in them. In this Summary, we discuss the salient points of the book based on our interpretation of its contents.

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Leading Change

Leading others through change is a critical leadership capability. Learn the skills and adopt the attributes to become an effective change leader.

▶ 2 courses | 2h 7m 34s 📖 3 book summaries | 1h 33m



Leading through the
Challenge of Change

Course Objectives

- recognize leadership actions that help people embrace change
- identify how to set the stage for change in your organization
- identify best practices to put change into motion
- recognize best practices for maintaining momentum in the change process
- use the three-stage strategy to defuse conflict
- identify the attributes of an effective change leader



Leadership Insights on
Emotional Intelligence

Course Objectives

- Acquire insights on the importance of engaging individuals at an emotional level for embracing change.
- Acquire insights on the role of urgency in change management.
- Acquire insights on how to be an effective change agent.
- Acquire insights on how to embed change by measuring outcomes and creating an infrastructure that ensures that the change endures.
- Acquire insights on planning effectively for change, particularly for resistance.
- Acquire insights on the importance of knowing when to introduce change for people to accept it easily.
- Acquire insights on the three mindsets for embracing change.
- Acquire insights on how leaders can keep their teams engaged and accountable and get their projects finished on time despite the distractions created by change.
- Acquire insights on how a communication can be improved by having a strong framework consisting of an outline, supporting points, and a conclusion.
- Acquire insights on the importance of assessing requirements for more agility in a fast changing environment.
- Acquire insights on why leaders should use leverage to resolve conflicts.
- Acquire insights on how leaders must manage change, both short-term and long-term, with a microscope and a telescope.
- Acquire insights on how to lead change in your organization through rapid transformation.
- Acquire insights on how changing the culture of an organization is everyone's job.
- Acquire insights on how to make change an ongoing process that constantly improves your organization.

- Acquire insights on how to get your employees on board and enthusiastic for effective change management.
- Acquire insights on the various best practices for embracing change in your organization.
- Acquire insights on leading change in a changing world by following four actionable steps.
- Acquire insights on using emotion and imagination to drive change.
- Acquire insights on tackling change by accepting it, understanding what is in your control, and taking clear action to position yourself to influence a better outcome.
- Acquire insights on handling resistance to change and the various strategies you can use to tackle resistance to change and bring the organization along.

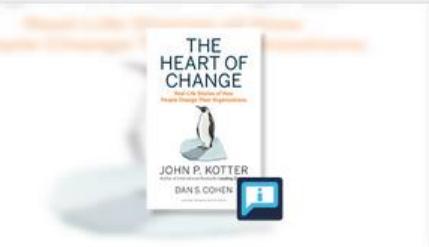


2 MIT Sloan Management Review on Leading Change

BOOK | by MIT Sloan Management Review | 1h 19m

In this collection of articles from MIT Sloan Management Review, you'll learn how an organization approaches change appropriately, as well as helpful tips for determining when to change and to what extent.

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3 The Heart of Change: Real-Life Stories of How People Change Their Organizations

BOOK SUMMARY | by John P. Kotter, Dan S. Cohen | 5m

The Heart of Change presents a compelling, on-the-ground look at what it really takes to bring about and sustain large-scale change. In this Review, we discuss the salient points of the book based on our interpretation of its contents.

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5 Change Agents: The Role of Organizational Learning in Change Management

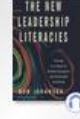
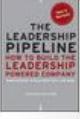
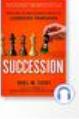
BOOK SUMMARY | by ASTD Research | 9m

Change Agents shows leaders how they can ensure that change remains a positive and rewarding experience for their companies. In this Summary, we discuss the salient points of the book based on our interpretation of its contents.

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Optional Books

Optional

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**First Time Manager
Journey**



**Mid-Level Manager
Journey**



**Leader of Leaders
Journey**

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