

# LEADERSHIP Excellence

Warren Bennis



THE MAGAZINE OF LEADERSHIP DEVELOPMENT, MANAGERIAL EFFECTIVENESS, AND ORGANIZATIONAL PRODUCTIVITY  
VOL. 24 NO. 12 DECEMBER 2007



## Line Management

Zebras, like most line managers, are highly social. Some form family groups that remain together for a lifetime, even drinking together at sunset on the waterline. The challenge now is to reinvent management to gain a competitive advantage.

**GARY HAMEL AND  
LOWELL BRYAN**

*Reinventing Management*  
Bring energy to this  
area of innovation. . . . . 3

**CLAYTON CHRISTENSEN**  
*Beyond Price*

Look at performance  
dimensions. . . . . 4

**HAL ADLER**

*Key Leader  
Characteristics*

These are gleaned from  
the best companies. . . . . 5

**EILEEN MCDARGH**

*Lessons for Leaders*

Note that gratitude  
transcends latitudes. . . . . 6

**NOEL TICHY AND  
WARREN BENNIS**

*Judgment Calls*

Exercise wisdom in  
three phases. . . . . 7

**JIM TRINKA**

*Leadership Legacies*

Model transparency  
and keep learning. . . . . 8

**JIM MCNERNEY**

*Innovation Myths*

Be inspired more by  
your customers. . . . . 9

**JOHN IZZO**

*The Buzz Factor*

Follow four paths  
to corporate soul. . . . . 10

**LANCE DUBLIN**

*Only People Change.* . . 11

**ALLAN COX**

*Collaborative Relations.* 11

**STEPHEN H. BAUM**

*Inside CEOs*

Seize or create some  
shaping experiences. . . 12

**STEVEN BARRY, LOUISE  
AXON & TOM ATKINSON**

*Ready for Take-Off*

Meet the challenge  
of leading growth. . . . . 13

**J. ROBERT BEYSTER**

*Culture of Success*

Observe these nine  
timeless principles. . . . 14

**MARSHALL GOLDSMITH**

*Achieving Goals*

Help people set and  
achieve stretch goals. . . 15

**DEEPAK MALHOTRA  
AND MAX H. BAZERMAN**

*Conflicts of Interest.* . 16

**SUSAN J. BETHANIS**

*Conversations*

Create a culture that  
welcomes discussion. . . 17

**BRUNA MARTINUZZI**

*A Leader's Mood*

Do you leave afterglow  
or aftermath? . . . . . 18

**DAVID McNALLY**

*New Vision, New Year*

You and I are born  
to create a future. . . . . 19

**ALAN TODD**

*War for Leaders*

Improve your model for  
developing leaders . . . . 19

**LOIS J. ZACHARY AND  
LORY A. FISCHLER**

*The FACT Model*

It's an alignment and  
engagement tool. . . . . 20

# Personal Side of Leadership

*The top 100 minds on personal development.*



by Ken Shelton

Since 1995, we have published *Personal Excellence*, the magazine of life leadership; however, this is the first year, we have ranked the 100 top minds on the personal side of leadership, using eight criteria (see below) and a seven-dimension model: physical, mental, social/emotional, professional, financial, spiritual, service.

## Criteria for Ranking

What does it take today to be considered a top thought leader in the field of personal leadership development? As with *Leadership Excellence* (see our ranking of the top 100 thought leaders in team and organizational leadership development in the November issue of LE), the standards and expectations keep rising. The coaches and consultants, authors and speakers, mentors and gurus who make our *Personal Excellence 100* list today score well on the following *eight criteria*:

1. **Preparation:** Academic, professional, and life preparation.



Wayne Dyer



Laura Schlessinger

2. **Character:** values, ethics, beliefs, purpose, mission, integrity, walk the talk.

3. **Principles:** big message, point of view, tenets, main points.

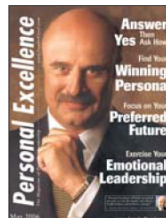
4. **Personality:** charisma, style, originality, authenticity, one of a kind.

5. **Performance:** inspiring action, real-world performance, work ethic.

6. **Experience:** beyond local and regional, more national and international.



Oprah Winfrey



Dr. Phil

7. **Expression:** substance and style in writing, speaking, coaching, consulting, mentoring, training, or teaching.

8. **Influence:** difference, results, change, transformation.

## The Excellence 100

For the past 13 years, we have published the best minds in the field of personal and professional development around a *Seven Dimension Model of Personal Excellence*. And soon, we will introduce our searchable archive of some 3,200 PE articles in the new *Personal Coach* CD and on-line access.

Here's our 2007 listing of the Top 100 thought leaders:



1. Robert Kiyosaki
2. Wayne Dyer
3. Les Brown
4. Joel Osteen
5. Tom Peters
6. Depak Chopra
7. Laura Schlessinger
8. Jim Loehr
9. Dave Ulrich
10. Charles Garfield
11. Lance Armstrong
12. Denis Waitley
13. Brian Tracy

14. Cheryl Richardson
15. Zig Ziglar
16. Peter Block
17. Marshall Goldsmith
18. Nathaniel Branden
19. Oprah Winfrey
20. Stephen R. Covey
21. Lou Tice
22. Tom Crum
23. David Allen
24. Phil McGraw
25. Guy Kawasaki
26. Richard Chang
27. Jim Rohn
28. Tony Alessandra
29. Paul Zane Pilzer
30. Marc Allen
31. Jack Canfield
32. Eileen McDargh
33. Debbie Allen
34. Leslie Groene
35. Steve Young

36. John Maxwell
37. Patricia Fripp
38. Matthew Kelly
39. Ben Rosamund Zander
40. Ken Shelton
41. Ken Blanchard
42. Chris Widener
43. Eileen McDargh
44. Beverly Kaye
45. Bruce Cryer
46. Mark Victor Hansen
47. Matthew Cossolotto
48. Robert Silverstone
49. Kathy Smith
50. Amanda Gore
51. Suzy Allegra
52. Phil Geldart
53. Charlene Proctor
54. Tony Robbins
55. Hyrum Smith
56. Dave Durand
57. Jim Meier

58. David Brownstein
59. Andy Andrews
60. Joel Barker
61. Suze Orman
62. Julie Fuimano
63. Bob Davies
64. Noah Blumenthal
65. Victoria Castle
66. Jim Cathcart
67. Fran Harris
68. Patrick Lencioni
69. Tony Schwartz
70. Bob Danzig
71. Jimmy Calano
72. Mary Lee LaBay
73. John Izzo
74. Jay Forte
75. Wolf Rinke
76. Leslie Froene
77. John Scherer
78. Angelica Wagner
79. Keith Ferrazzi

80. Richard N. Bolles
81. Jason Womack
82. Nido Qubein
83. Connie Podesta
84. Dianna Booher
85. David Bach
86. Lance Secretan
87. Matthew May
88. Bob Green
89. Robert Moss
90. Martin Seligman
91. Jack Groppe
92. Mike Krzyzewski
93. Valorie Burton
94. Neil Fiore
95. John Strelecky
96. Deb D'Lorio
97. Susan Apollon
98. Michael Shenkman
99. Linda Nacif
100. Tim Galloway

**Subscription and Renewal Rates:**  
\$129 annual (12 issues)  
\$199 two years (24 issues)  
\$279 three years (36 issues)  
(Canadian/foreign add \$40 U.S. postage per year.)

**Corporate Bulk Rates (to same address)**  
\$109 each for 6 to 25  
\$99 each for 26 to 99  
Call for rates on more than 100 copies:  
1-877-250-1983  
Back Issues: \$10.00 each  
Fax (one article): \$8.00

**Leadership Excellence (ISSN 8756-2308),** published monthly by Executive Excellence Publishing, 1806 North 1120 West, Provo, UT 84604.

**Article Reprints:**  
For reprints of 100 or more, please contact the editorial department at 801-375-4060 or send email to [editorial@eep.com](mailto:editorial@eep.com).

**Internet Address:** <http://www.eep.com>

**Editorial Purpose:**  
Our mission is to promote personal and organizational leadership based on constructive values, sound ethics, and timeless principles.

**Editorial:**  
All correspondence, articles, letters, and requests to reprint articles should be sent to: Editorial Department, Executive Excellence, 1806 North 1120 West, Provo, Utah 84604; 801-375-4060, or [editorial@eep.com](mailto:editorial@eep.com)

**Contributing Editors:**  
Chip Bell, Diana Booher, Kevin Cashman, Jim Loehr, Norm Smallwood, Joel Barker, Joseph Grenny, Jim Kouzes

**Executive Excellence Publishing:**  
Ken Shelton, Editor-in-Chief, CEO  
Sean Beck, Circulation Manager  
Geoff Pace, Sales Manager  
Nancy Low, Business Manager  
Allan Jensen, Chief Information Officer

The table of contents art is a detail from *Waterlily* (image cropped) © Joshua Spies, and is courtesy of the artist and art print publisher Greenwich Workshop.

For additional information on artwork by Joshua Spies, please contact:  
Greenwich Workshop  
151 Main Street  
Saymour, CT 06483  
1-800-243-4246  
[www.greenwichworkshop.com](http://www.greenwichworkshop.com)

Full view of cover art.



Copyright © 2007 Executive Excellence Publishing. No part of this publication may be reproduced or transmitted without written permission from the publisher. Quotations must be credited.

