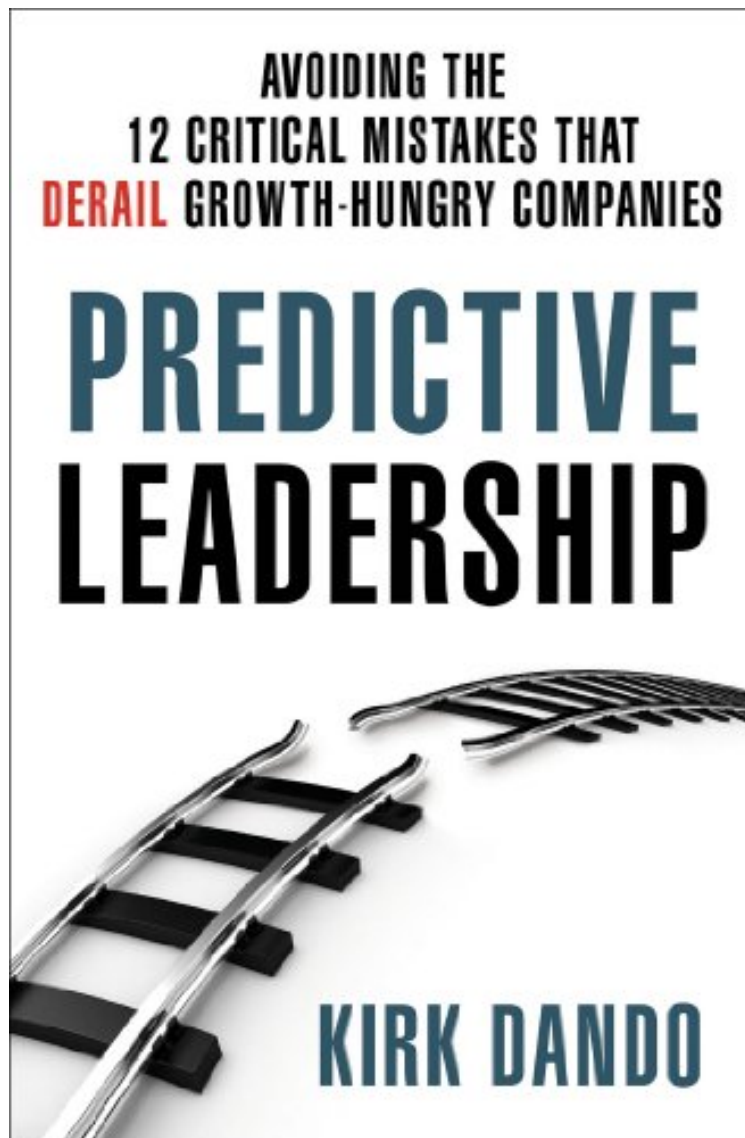


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Predictive Leadership: Avoiding the 12 Critical Mistakes That Derail Growth-Hungry Companies

Kirk Dando

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Kirk Dando : Predictive Leadership: Avoiding the 12 Critical Mistakes That Derail Growth-Hungry Companies before purchasing it in order to gage whether or not it would be worth my time, and all praised Predictive Leadership: Avoiding the 12 Critical Mistakes That Derail Growth-Hungry Companies:

2 of 2 people found the following review helpful. The best recommendation of Kirk Dando's book I could give is ...By

Jack Speer Kirk Dando's foundational principle in his new bestseller, "Predictive Leadership," is that organizational management rewards those who solve the continual series of problems and crises in the course of business's struggle to survive and succeed. However, success in navigating the treacherous path from the base camp of the mountain we face to its pinnacle can only be accomplished by a leader who can predict problems before they happen, to see around the twists and turns of its journey and to be able to continually climb the mountain rather than time after time digging the organization out of the avalanche that they've suddenly been buried under. Throughout my own career in organizations I have read hundreds of books that claim to give the reader insights into how to be a part of the tiny percentage of organisations that successfully grow and scale. Kirk Dando, from early childhood and into a successful career as a C-level executive in major organizations has believed that careful observation of hundreds of organizations reveal reoccurring patterns that allow managers to clearly see what problems will emerge next, before they have occurred, and build people and processes and anticipate the problem, rather than they costly process of solving problems after they have happened. Predicting problems is a concept we all understand. How many times have we said, "I wish I had seen that coming?!" Yet Kirk Dando's book is an accurate step by step map of what are organization is experencing, what will happen to it tomorrow, and the specific things we can do in 12 clearly explained critical mistakes that organizations can afford to make--and don't have to. The best recommendation of Kirk Dando's book I could give is that my eyes got big as I turned the pages as I realized the importance of these principles, and that I made changes in my organization the very day I began to read Kirk Dando's book. The book is well written in the style of a person who has been there. It is a book that you will naturally review and keep as a punch list of the ways you'll be successful. 0 of 0 people found the following review helpful. A Must Read for Founder and/or Early Stage CEOs and Executives By Benjamin C. Russell Predictive Leadership is a must read for the Founder and/or early stage leader. Dando keeps it simple, as it should be. A great resource to revisit when too much complexity creeps into your business. Here are three takeaways that particularly spoke to me among the many... 1. Leaders who are very technical or market driven - however charismatic - can be a liability to a company focused on growth. The first step is recognizing these weaknesses, which is harder than it sounds. The founder may see herself as the personal embodiment of the company, so how could she not be the person to lead its growth? 2. The killer's name is complexity, and it sneaks into an organization behind the mask of success. 3. a. Address issues on the executive team b. Improve your managerial leadership team. c. Create predictable, scalable systems and processes. 0 of 0 people found the following review helpful. Great business growth book By David Lundberg Great book.. Clear, action outcome oriented. Helps you to stop and think through your business issues and identify the core issue through the noise.

Nothing masks issues and robs an organization of its full potential like success That's right! Most successful, growth-hungry companies begin to miss their projections or worse, not because demand is low or conditions are difficult, but simply because they don't know how to predict, nurture, or even maintain their own growth and success. At each stage of growth, natural problems are glossed over in the scramble to expand, making the organization vulnerable to chaos, no matter how strong or expert its leaders. Most leaders feel isolated, pressured to build on earlier success and maintain total control ndash; the perfect recipe for the 12 most common and critical mistakes to show up and slow or kill growth. Kirk Dando, leadership and growth expert, CEO of Dando Advisors, calls these roadblocks the "12 Warning Signs of Success," and has helped leaders across industries predict, prepare, and avoid them at every stage of growth. Predictive Leadership is rich with real-world stories, prescriptive advice on how to scale your business and limit the drama so you can unlock the growth and success you desire. Maybe you had the right idea but hired the wrong person. Maybe you're running into a leadership bottleneck, having trouble getting your team aligned, unknowingly incentivizing failure, or losing sight of your core values. Dando, known in leadership circles as the "Company Whisperer," has encountered every one of these obstacles himself, as a C-level executive in a high-growth billion-dollar business. He knows firsthand that these moments of truth determine whether you can lead your company to become a strong, mature, and financially sustainable organization, or drift toward an uncertain future.

ldquo;Predictive Leadership will help you see the successes and predict the failures every business experiences before they materialize. Kirk Dando's been there, done that perspective gives you an insider's view of what really happens in high growth companies and shows you how to unlock the leader inside.rdquo; Harvey Mackay, author of the #1 New York Times bestseller Swim With The Sharks Without Being Eaten Alive ldquo;Predictive Leadership challenges leaders to take an authentic, eyes-wide-open look at their businesses to avoid common pitfalls. This critical authenticity is unfortunately often missing in business decisions, leading to unnecessary stress on the business and its leaders and stakeholders. When I was starting out, I devoured dozens of business books; Predictive Leadership's simplicity and focus on action 'rather than theory' can help leaders succeed more quickly and with less heartache, something we can all appreciate.rdquo; John P. Mackey, co-CEO, Whole Foods Market ldquo;Dando has broken new ground, and has been teaching an entire generation of business executives how to be more effective leaders. If your objective is to optimize your growth as a leader, pick up Dando's book and heed its wisdom, it is a contemporary classic. A must read! rdquo; Tom Meredith, Former CFO, Motorola and Dell, Chairman of Bazaarvoice ldquo;Once in

a rare while does a leadership book come along that bridges the gap between theory and practical advice. Dando has done it in Predictive Leadership, providing real world stories I could relate to and prescriptive guidance on how to predict and solve for the most common pitfalls ALL successful businesses experience. Christine Perich, CFO/COO, New Belgium Brewing Company; Predictive Leadership forced us to confront the brutal facts we had yet to address. It helped us steer through the challenges such that we've never stopped growing and are more confident in our strategy than we've ever been. The difference in the company is palpable. Gabe Krajicek, CEO and Partner, BancVue, EY Entrepreneur of the Year; Kirk has written a powerful, insightful book that will make you think, grow and lead differently. Growth happens when you're challenged and uncomfortable, and Kirk certainly will challenge your strategies, beliefs, and willingness to make decisions. Any book that gets you willing to approach things differently are winners in my book, and this is a winner. Ben Decker, CEO, Decker Communications; Most business books and consultants typically tell you what you already know with few recommendations on how to remedy a problem. Not true with Predictive Leadership! Kirk's easygoing, non-threatening approach, plus his solid experience of successfully running large companies, makes Predictive Leadership a winner. It helped us take a number of issues we were experiencing caused by rapid growth and helped us focus on the three or four most critical issues. Paul Bury, CEO, Bury; Kirk has demonstrated a unique ability to grow leaders at all levels in the organization. The insights in his book are essential for developing responsible leaders capable of both building high performing teams and driving sustainable, growth oriented businesses. Ryan Robinson, former Human Resource VP, Hewlett Packard, and Chief People Officer, Bazaarvoice; A good business book will provide insight, share actionable tools, or change behavior, Predictive Leadership does all three. It was amusing how Kirk described my struggles, knew exactly how I was feeling and the issues I was facing just like he had been there with me. Even better were the solutions and strategies that have helped me find a less turbulent more fulfilling path to real success. Alex Charfen, CEO, Charfen Institut; Predictive Leadership is a must read for growing businesses who find themselves responding to circumstances instead of pouring their efforts into growth. Predictive Leadership will help put you out front where you belong. I intend to use these principles for my company. Ken Davis, President of Dynamic Communicators Intl. Best-selling author, radio host; Kirk has a knack for seeing company patterns that get them tripped up from their own successes. Knowing Kirk for years, he has the highest integrity and possesses a unique balance of emotional intelligence, strategic foresight, and detail-orientation. Sam Decker, CEO, Mass Relevanc; Predictive Leadership took us to a different place of discussion. It showed us that the opportunity and our current approach to that opportunity were NOT aligned. Tim Hawks, Senior Executive Pastor, Hill Country Bible Church; Kirk believes that the best way to build leaders is to help them build the skills and experience they need to get to the answer on their own. Dando's advice helps give you the confidence to transition from problem solving to problem prediction. It has helped me be ready to predict a problem next time rather than diving into the weeds on a solution that only works today. David Brussin, CEO, Monetate, EY Entrepreneur of the Year Winner; Kirk's insights helped us focus our energies on 'working on the business.' Whether it's the team or strategies, everything is done in the context of how it drives business. If you truly do the work Predictive Leadership recommends, it will challenge you, your beliefs, your strategies, and your willingness to make the decisions necessary for the success of your business. Paul Trylko, CEO, Amplify Federal Credit Union; It was a rude awakening for me to realize that while it takes the single-mindedness and zeal of an entrepreneur to develop a successful concept, it takes leadership to develop a successful company. And entrepreneurs aren't always accomplished leaders. If you're willing to tackle root cause and can get past the shock of discovering YOU ARE THE ROOT CAUSE, Kirk's teachings in Predictive Leadership can have a profound impact on your business. John M Campbell III, Vice President, H-E-B Central Market; Dando's Predictive Leadership offers a no-nonsense approach to build strategies to reach our goals. Bill Morrow, Executive Chairman and CEO, Quarri Technologies, EY Entrepreneur of the Year Winner; With growth in our company, we realized we needed a change to reach the next level of success. What Kirk shares in Predictive Leadership enables us to take positive steps to implement the changes necessary for our future growth and success. I can, without hesitation, recommend Kirk Dando and Predictive Leadership. Neel White, CEO, White Construction; Dando's experience and advice gives us valuable insights that have helped us avoid some of the pitfalls associated with both rapid growth and the ongoing evolution of our business. Johannes Brinkmann, CFO, AM Technical Solutions; Change is very painful; Predictive Leadership helped us to prioritize so that the disruption has been minimal while the positive impacts have been remarkable. Rocky Turner, CEO, LPR Construction; Predictive Leadership definitely speaks to, understands and provides real world solutions to the key challenges you will face as you scale. Kirk really is like the 'company whisperer.' Brett Hurt, Investor and Founder of Coremetrics and Bazaarvoice, EY Entrepreneur of the Year Winner About the Author Kirk Dando, CEO of Dando Advisors, is a highly sought-after and well-respected leadership and growth expert whom executive clients call "The Company Whisperer." A former corporate executive, he has helped more than 5,000 executives - including several regional Ernst Young Entrepreneurs of the Year and "Best CEO" winners - overcome common business pitfalls to unlock explosive growth. As seen on Fox Business and Bloomberg Television, executives relate to his real-

world stories and his high-energy, no-nonsense style as he demonstrates how leaders can predict problems before they show up in the results. He lives in Fort Collins, Colorado.