



# The Leadership Contract: The Fine Print to Becoming an Accountable Leader

By Vince Molinaro

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## The Leadership Contract: The Fine Print to Becoming an Accountable Leader By Vince Molinaro

### A comprehensive blueprint for the enlightened leader

*The Leadership Contract* is the modern leader's handbook for organizational renewal. Leaders are no longer "rulers," nor are they accidental—in today's business climate, leadership is both a trait and a specific set of skills. It's about trust, commitment, communication, and drive. This book shows you how to become the leader your organization needs. You'll go beyond adopting the habits and practices of an effective leader and actually put it in writing to establish a leadership contract that ensures the success of your company. This revised and updated edition includes new coverage of accountability, personal and organizational levels of the leadership contract, new *Gut Check* summary questions after each chapter, and additional opening and closing remarks to provide key insight into what the leadership role entails.

Recent studies show that only 7 percent of employees have trust and confidence in their senior leaders. How can organizations succeed without the support of their employees? This book aims to build better leaders and establish a true leadership culture that inspires the entire organization.

- Learn why a leadership contract is needed and what it entails
- Discover the real impact of your decisions and work ethic
- Motivate and inspire by making the right connections
- Facilitate a vibrant, positive culture that innovates and thrives

Exceptional leadership is the heart of a successful organization. Employees need to be able to trust in the skills, strategy, judgment, and motivation of those steering the ship. *The Leadership Contract* provides a blueprint for today's leaders, and guides you toward becoming the leader your employees deserve.

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### Editorial Review

From the Inside Flap

Our leaders are failing. In many cases they are outright disappointing and at times, even disgraceful. This lack of leadership erodes the trust that people have in leaders throughout society and in the business world. At the root of this problem is a leadership accountability gap.

In the revised and updated bestseller, *The Leadership Contract*, Vince Molinaro answers the question: What does it mean to be a leader in today's complex world? He explores why truly accountable leadership is the only way to build an organization that can survive and thrive in our increasingly complicated world. Written in Molinaro's engaging style, this important resource is the modern leader's handbook for organizational renewal.

In today's business climate, leadership is both a trait and a specific set of skills. It's about trust, commitment, communication, and drive. *The Leadership Contract* reveals what it takes to become the dynamic leader your organization needs. Molinaro outlines a blueprint for going beyond adopting the habits and practices of an effective leader and explains why it's vital to put it in writing in order to establish a leadership contract that ensures success. The author clearly shows the impact of a written contract and shows how your key decisions and work ethic affects everyone you lead. In addition, he offers suggestions for motivating and inspiring employees by making the right connections.

While building on the fundamentals outlined in the first edition, this updated volume includes new coverage on the topic of accountability, ideas for creating personal and organizational levels of the leadership contract, and fresh *Gut Check* summary questions after each chapter. It also contains new and inspirational opening and closing remarks that provide insight into what the leadership role entails. *The Leadership Contract* offers a pathway for facilitating a vibrant and positive culture that encourages innovation for success.

With *The Leadership Contract* as your guide, you can become an exceptional leader that has the skills, strategy, judgment, and motivation to win the trust of your employees and take your organization into the future.

From the Back Cover

Praise for THE LEADERSHIP CONTRACT

"*The Leadership Contract* is focused, easy to understand, and thoughtful. It is an empowering approach to help every leader, regardless of the role he or she plays in an organization, to become more effective. Our global leadership team has begun learning how to put *The Leadership Contract* into action, and we are all seeing the results."

—**Ricardo Quintero**, President, Movado Group Inc.

"Vince Molinaro's book throws the gauntlet down for leaders today. He asks them to make the commitment to principled leadership, and to step up and be truly accountable. This is a timely and important book!"

—**Chester Elton**, motivation expert and bestselling author of *All In*, *The Carrot Principle* and *What Motivates Me*

"Dr. Molinaro's important book challenges leaders to become more deliberate and conscious in how they lead. This approach is desperately needed in our world today. It's time for all leaders to decide to make their organizations truly great in a way that has a strong and positive impact on society."

—**Dr. Raj Sisodia**, FW Olin Distinguished Professor of Global Business at Babson College; and cofounder and Co-Chairman, Conscious Capitalism Inc.

"Molinaro has written an insightful book. His practical approach and realistic advice on personal accountability and the community of leaders resonated with our leadership team. He challenged us all to step up to do the tough work required to increase trust and confidence with our employees and key stakeholders."

—**Barbara Meens Thistle**, Vice President, Corporate Services, Insurance Corporation of British Columbia

"*The Leadership Contract* helps you understand that choosing to lead is both a decision and a commitment. The book does a great job of helping you work through the personal decisions you must make to develop into a great leader. We have taken all of our leaders through Vince's book and use it as a cornerstone for our new leader development program."

—**Larry Fultz**, Senior Vice President and Chief Human Resources Officer, The Limited

"The ideas in *The Leadership Contract* are both practical and powerful. Our leaders all over the world have responded positively to Molinaro's strong messages about leadership accountability. As a result, they are clear on what we expect from them and are stepping up to lead our company in an aligned way."

—**Lyne Desrochers**, Vice President, Organizational and Talent Development, SNC-Lavalin

#### About the Author

**VINCE MOLINARO, PhD**, is an author, speaker, and leadership advisor to senior executives, heads of human resources, and boards. He is the Global Managing Director of Strategic Solutions with Lee Hecht Harrison, a firm dedicated to delivering leadership development, employee engagement, career transition, and change management solutions. He's the author of the bestseller *The Leadership Contract* and coauthor of *Leadership Solutions* and *The Leadership Gap*, all from Wiley.

#### Users Review

##### From reader reviews:

##### **Jeremy Smith:**

This book untitled *The Leadership Contract: The Fine Print to Becoming an Accountable Leader* to be one of several books that will best seller in this year, this is because when you read this e-book you can get a lot of benefit upon it. You will easily to buy this particular book in the book store or you can order it through online. The publisher of the book sells the e-book too. It makes you quicker to read this book, as you can read this book in your Touch screen phone. So there is no reason for you to past this e-book from your list.

##### **Bobby Miller:**

Playing with family inside a park, coming to see the marine world or hanging out with close friends is thing that usually you will have done when you have spare time, then why you don't try thing that really opposite from that. Just one activity that make you not feeling tired but still relaxing, trilling like on roller coaster you already been ride on and with addition info. Even you love *The Leadership Contract: The Fine Print to Becoming an Accountable Leader*, you can enjoy both. It is good combination right, you still want to miss it?

What kind of hangout type is it? Oh come on its mind hangout people. What? Still don't buy it, oh come on its called reading friends.

**Michael Johnson:**

The Leadership Contract: The Fine Print to Becoming an Accountable Leader can be one of your beginner books that are good idea. All of us recommend that straight away because this guide has good vocabulary that may increase your knowledge in vocabulary, easy to understand, bit entertaining but nevertheless delivering the information. The writer giving his/her effort to place every word into satisfaction arrangement in writing The Leadership Contract: The Fine Print to Becoming an Accountable Leader although doesn't forget the main point, giving the reader the hottest in addition to based confirm resource facts that maybe you can be certainly one of it. This great information can easily drawn you into completely new stage of crucial imagining.

**Deandre Freeman:**

In this age globalization it is important to someone to receive information. The information will make someone to understand the condition of the world. The fitness of the world makes the information simpler to share. You can find a lot of recommendations to get information example: internet, magazine, book, and soon. You will see that now, a lot of publisher that print many kinds of book. The actual book that recommended for your requirements is The Leadership Contract: The Fine Print to Becoming an Accountable Leader this book consist a lot of the information with the condition of this world now. This book was represented how do the world has grown up. The dialect styles that writer value to explain it is easy to understand. Often the writer made some analysis when he makes this book. Here is why this book acceptable all of you.

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