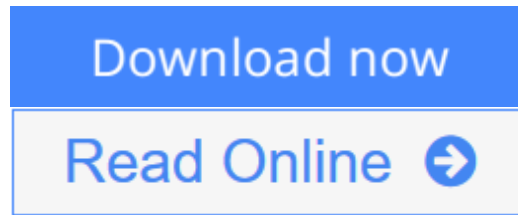


# The Essential Bennis

By Warren Bennis



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"Looking over a lifetime of work, I see that certain themes have always fascinated me. Early on, I felt that bureaucracy was doomed and that something flatter and more collegial would triumph. The need for candor and transparency has been a frequent cry, because I saw how warped organizations become without them. I've long known that organizational decisions inevitably have a moral dimension. The vital role that great followers play in successful leadership has grown ever more obvious. I am increasingly aware how crucial rhetoric and other performing arts are in making a compelling leader—good or bad. That leaders are inevitably shaped by personal crucibles has been confirmed by hundreds of interviews. And it is clear to me now that the process of becoming a leader and the process of becoming a fully integrated human being are one and the same, both grounded in self-discovery." —from the Introduction by Warren Bennis

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### Editorial Review

#### Review

"...anticipated the flourishing of collaborative efforts that laid down the architecture for open sourcing and information-sharing on a grand scale..." (*Financial Times*, 22nd October 2009)

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#### Review

"It is brilliantly curated...and a fine collection of [Warren Bennis's] best thinking. I am thrilled to have it and I am sure the world will be as well."

—**Howard Gardner**, Hobbs Professor of Cognition and Education, Harvard Graduate School of Education

#### From the Inside Flap

Acclaimed lecturer, sought-after consultant, and prolific writer, Warren Bennis is one of the world's leading experts on leadership. As a top-level advisor to four U.S. Presidents and Distinguished Professor of Business at the University of Southern California, Bennis's influence cannot be overestimated.

The Essential Bennis brings together a collection of Warren Bennis's most memorable writings from an extraordinary career that spans more than fifty years. This retrospective of his life's work reflects Bennis's rich personal experiences, from which he has gleaned provocative insights and valuable lessons. Focusing on the topic of leadership, each chapter in the collection stands on its own merit. However, to enhance the reader's experience, the essays are illuminated with comments from Bennis's wide array of collaborators and friends, including Charles Handy, Rosabeth Moss Kanter, Glenn Close, Steven Sample, Frances Hesselbein, Howard Gardner, and Bill George. The venerable Sidney Harman shares his thoughts on the chapter titled "The Seven Ages of the Leader," and business management expert Tom Peters offers his view on the "The Coming Death of Bureaucracy."

The book begins with reflections on Bennis's life as a leader and reveals the daunting challenges he faced as president of the University of Cincinnati during the turbulent 1970s. He shows how that experience influenced his ideas on leadership. The Essential Bennis goes on to explore the many aspects of leadership, including how organizations create leaders (or don't), what it means to become a leader, why leadership is also a performing art, how to cultivate leadership qualities in others, and how the media defines a leader.

If you are familiar with Warren Bennis, this remarkable collection of his ideas will be especially meaningful. If you are just discovering the wonders of Warren Bennis, enjoy the journey.

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