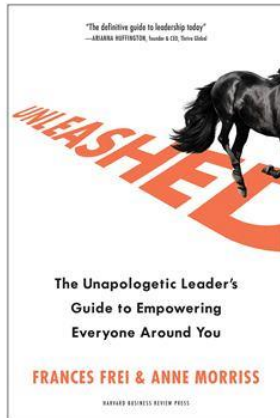


PM WORLD BOOK REVIEW



Book Title: ***Unleashed – The Unapologetic Leader's Guide to Empowering Everyone Around You***

Authors: **Frances Frei & Anne Morriss**

Publisher: Harvard Business Review

List Price: \$30.00 Format: Hard Cover, 213 pages

Publication Date: 2020 ISBN: 13:978-1-63369-704-1

Reviewer: **Edward Raibick, PMP**

Review Date: January 2021

Introduction

The **Harvard Business Review** book titled ***Unleashed – The Unapologetic Leader's Guide to Empowering Everyone Around You*** dives into the subject of people management for developing a work environment that fosters commitment, productivity, and focused execution through shared objectives, diversity, inclusion, and team empowerment.

The book fosters empowerment by utilizing the powers of trust, love and belonging to empower the workforce, and discusses the need to communicate strategy and culture for productive business execution in leadership's absence.

Overview of Book's Structure

- **Chapter 1 - IT'S NOT ABOUT YOU** discuss the traditional paradigm of shifting from the focus of the leader's success to the focus on meeting the needs of others for success. The chapter discusses empowering the team members, when in your presence, and ensuring that they remain empowered in your absence, in order to meet the organization's goals and objectives.
- **Chapter 2.- TRUST** is discussed as the key element towards creating an empowered environment. Individuals who trust you are willing to be led. Leaders who trust can rely on their employees to make the right decisions in their absence. Practices and insights that foster trust are discussed in this chapter.

- **Chapter 3 – LOVE** from a standpoint of how your people feel around you is discussed in this chapter. The gift of helping others succeed, and reach their full potential is covered. The four quadrants of how others experience you is also reviewed in this chapter.
- **Chapter 4 – Belonging** is the next ingredient in creating an empowered environment. Diversity, inclusion and tools for generating the engagement of underrepresented people is discussed. Case studies are provided to exemplify the concepts presented in the chapter.
- **Chapter 5 – Strategy** focuses on deploying the enablement tools needed to allow individuals to be productive without the need for hands-on leadership. Several case studies of well-known companies such as Southwest Airlines, HP and Apple corporations are also discussed.
- **Chapter 6 – Culture** drives the commitment of the organization by establishing the underlying behaviors and attitudes that drive the day-to-day activities within the company. Insights and case discussions are provided on this topic.

Highlights

The **Harvard Business Review** book titled ***Unleashed – The Unapologetic Leader’s Guide to Empowering Everyone Around You*** provides the tools and roadmap towards transforming an organization into a empowered, inclusive customer driven organization. The authors review a variety of subjects, from diversity, the challenges of women, cultural differences in the workforce are discussed. attracting and retaining the best inclusive talent is also discussed.

Highlights: What I liked!

Unleashed – The Unapologetic Leader’s Guide to Empowering Everyone Around You provides a leader with a reference book to guide them through the challenges of leadership in today’s business. The cases and studies provided in the book navigate the reader through different various studies, offering the different perspectives that leadership and employees face in today’s society.

The organization of the book provides a layered approach to enacting the changes needed to create an empowered, customer-driven organization. It also drives the reader to modify and practice new behaviors to meet the objectives outlined in the book.

Who might benefit from the Book?

This book is an easy-to-read reference that provides tools and examples that can be initiated quickly and with minimal effort. The book will best benefit new leaders as well as seasoned senior leaders in an organization.

Conclusion

Overall, I found ***Unleashed – The Unapologetic Leader’s Guide to Empowering Everyone Around You*** to be a quick and easy read, providing the tools and initiatives needed to transform an organization to an empowered organization. I would recommend this book as a tool in any leader’s toolkit for successful leadership and organizational management.

For more about this book, go to: <https://store.hbr.org/product/unleashed-the-unapologetic-leader-s-guide-to-empowering-everyone-around-you/10245>

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About the Reviewer



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Edward Raibick, PMP is a Senior Project Management Consultant with extensive experience in IT Security, Financial Project Management, software engineering, managerial and IT Project Management. Edward holds a Master's degree in Information Technology with a concentration in Internet and IT security, a Bachelor's degree in Information Technology and an Associate in Specialized Technology degree in Electronics. His career includes over 10 years with the IBM Corporation and over 15 years with Texas Instruments. His consultant projects include major clients such as Experian, United Airlines and Southwest Airlines and FIS Global.

Edward is a member of the Project Management Institute, Dallas Chapter, having acquired his PMP certification in 2011. Edward is also currently the Director of the PMI Dallas Chapter Book Review Program and also a Dallas Chapter Mentor.

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