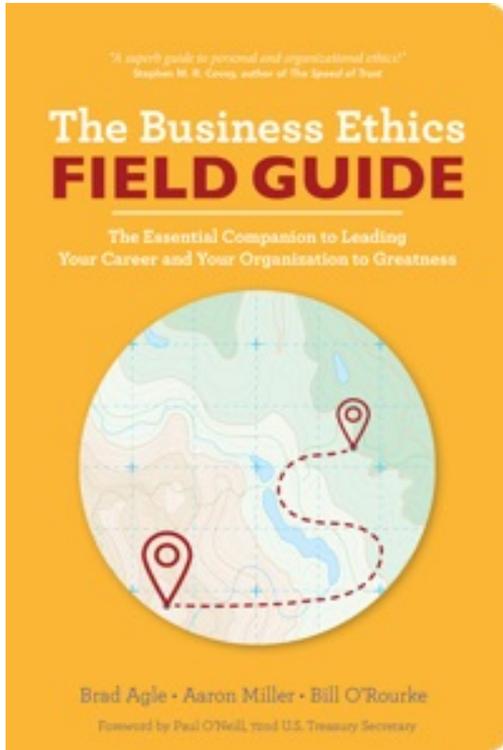


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Any cursory online search will reveal thousands of books and articles that try to help you become a better manager or a better leader. According to many of these texts, managing involves planning and budgeting, organizing, controlling, problem solving, and communicating; while leading means establishing direction, aligning people, motivating and inspiring them, and creating change.

In this book, we propose a third set of skills that are often neglected but are just as essential for effective leadership: the ability to clarify individual and organizational values and to find a way forward when these values conflict. This book will help you develop those skills and apply them in your

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