



Horizontal and Vertical: Meeting the Global Talent Challenge (Paperback)

By Michael F Tucker

AUTHORHOUSE, 2017. Paperback. Condition: New. Language: English . Brand New Book ***** Print on Demand *****.This book presents an approach to business leadership development to help fill the pressing need for more effective leaders who can operate across cultures. Our HV model of global leadership development combines a horizontal approach (traditional competencies) with a vertical one (self-transformation). The model's horizontal aspect is based on our study of 1,880 global leaders of nine nationalities. Nine competencies are measured, and individual profiles are compared against this global data base. Feedback and coaching begins the development process by verifying results, achieving self-recognition and establishing motivation and potential for change. The vertical aspect is based on the work of Kegan and Lahey (2009) in which self-transformation can be attained by overcoming an immunity to change and engaging in behaviors measured by the horizontal assessment. Examples of behavior change maps are shown for all nine of the competencies.



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