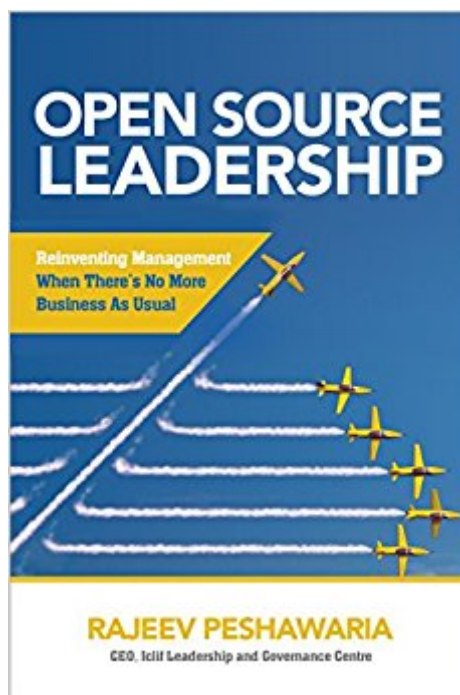




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# Open Source Leadership: Reinventing Management When There's No More Business As Usual



## Synopsis

From taxi rides, hotel stays, car driving, to communicating and paying, business as usual is a thing of the past. This revolutionary model is the secret to driving profitability and growth in today's transformed business landscape. Free and abundant information, 24/7 connectivity, and the empowerment of everyone has transformed every company into an open-source organization – and you must adapt in order to succeed. An Open Source Leadership explains why the most relied-upon management practices today are ineffective, and it provides a new, counterintuitive model for seizing the competitive edge and holding it in any industry. The author challenges conventional thinking, overturning a host of management myths about what works and what doesn't. His approach gives you highly practical tools and techniques you need to source talent and innovation easier and quicker than ever.

## Book Information

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“This book, by one of the most thoughtful thinkers today on leadership development, is full of ideas that are definitely contrarian, and may just turn out to be right.”  
--From the FOREWORD by Ben Casnocha, Former Chief of Staff to the Chairman of LinkedIn and coauthor of The Start-up of You  
“Rajeev is both clairvoyant and pragmatic. He elegantly lays out a technology enabled changing future, then offers provocative and insightful ways for leaders and organizations to respond. The book offers a roadmap into uncharted management

territory. — Dave Ulrich, Rensis Likert Professor, Ross School of Business, Partner, The RBL Group — “Open Source Leadership overturns many conventional truths about leading and managing. From Emotional Integrity before emotional intelligence, to the path breaking idea of minimum versus stretch goals, this book will surprise you on every turn. A must read for anyone who wants to understand how to navigate the current times of breakneck speed and total transparency. — Arnold Dhanesar, Chief Talent Officer, Zurich Insurance Group — “For a variety of demographic, technological and cultural reasons, ordinary people are more empowered today than ever before. — Under such conditions, it follows that the best way to maximize performance is to minimize supervision. — In Open Source Leadership, based on a global study spanning 28 countries, Rajeev Peshawaria introduces and provides persuasive arguments on behalf of this and many other counter-intuitive insights. This is a must read for anyone that aspires to be a successful leader in the 21st Century. — Steve Kerr, Former Vice President of Leadership Development at GE; Former Chief Learning Officer and Managing Director at Goldman Sachs; Author of Reward Systems — “Open Source Leadership is indeed an eye-opener. Peshawaria has, once again, astutely articulated the changing role of leadership in a world that is continuously connected, highly mobile, and has 24-7 access to knowledge. In this new order, innovation, motivation and the roles of leaders can indeed be counterintuitive and, frankly, contrary to what has been perceived to date. This is a must read book. — Eddie Ahmed, Chairman, President & CEO, MassMutual International MassMutual Financial Group — “In Open Source Leadership, Rajeev Peshawaria has once again crafted provocative and yet powerful ideas on leadership. — His claims on the Naked Autocrat and Leadership Energy will challenge whatever model of leadership you ascribe to at present. — As you read this book, your mind might initially argue with Rajeev, but your intuition will tell you that there is something very, very important here that all aspirants to leadership in this digital age need to open up to. — Hitendra Wadhwa, Professor, Columbia Business School & Founder, Institute for Personal Leadership — “Rajeev Peshawaria’s counterintuitive new book details an open source management system geared to today’s unique pressures and opportunities. — Unlike so many leadership books, which traffic in platitudes and obvious insights, Peshawaria provokes readers into seeing a big picture most might have missed. — OPEN SOURCE LEADERSHIP will help anyone in any organization trying to surf the tumultuous waves of the 21st century business. — Daniel H. Pink, author of Drive and To Sell is Human — In these ever-changing times, Peshawaria gives a counterintuitive—but convincing—call to recognize the new rules of engagement. He shows you how to balance what we

know works with the changes we need to keep up.--David Burkus, author of Under New Management

“In Open Source Leadership, Rajeev Peshawaria makes the sound assertion that leadership today needs to be characterized by the firm resolve to create a better future. Leadership is not a positional title, it is making the choice to continue to struggle and never give up. He then lays out a compelling view of how the new era is disrupting traditional leadership thinking. Those in leadership roles should take time to contemplate his message.--Ashley Stephenson, Partner, Egon Zehnder

Rajeev Peshawaria is a keen observer of people, organizations and social phenomena. His guided tours through the energized lives and minds of paradoxically humble and respectful autocrats will provide fresh perspectives to every reader and aspiring leader.--Charles H. Fine, Chrysler LGO Professor of Management, MIT Sloan School and President and Dean, Asia School of Business

“Peshawaria challenges, provokes, and even makes you uncomfortable. But, that is the whole point. Whether you agree or disagree, he forces us to confront the meaning of trust--without which there is no right to lead - derived through establishing the right values and purpose.--Salman Amin, S C Johnson & Son

“A break-through book! Peshawaria has hit the leadership pressure points hard and comes up with a new framework that is provocative and useful at the same time.--Raghu Krishnamoorthy, Vice President Human Resources, GE Healthcare, and Former Chief Learning Officer, GE

“Rajeev eloquently outlines the blueprint for embracing a fast moving, technology influenced future for Leadership. These concepts will equip executives to proactively embrace the next generation business environment and to future proof your personal leadership legacy.--Orlando Ashford, President, Holland America Line, and author, Talentism

“At a time when we are seeing a global crisis of leadership, this book provides a powerful pit-stop. Full of courageous new leadership thinking, it will help you ride the tsunami of change in the world around us.--Sanjeev Chadha, PepsiCo CEO, Asia Pacific, M/East & North Africa

“This is such a Foolish book, such a beautiful example of flipping conventional wisdom with fresh thinking. When leaders relentlessly drive values and team members are liberated to perform (without cheap short-term incentives), it's a wonder to behold. Enjoy it.--Tom Gardner, Co-Founder, CEO of The Motley Fool

Rajeev Peshawaria, CEO of the Iclif Leadership & Governance Center, is a business strategy consultant who works with companies ranging from Mitsubishi to Johnson & Johnson to MetLife. He served as Chief Learning Officer at Coca-Cola and Morgan Stanley and held senior positions at

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