



How Great Leaders Think: The Art of Reframing

Lee G. Bolman, Terrence E. Deal

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The proven model that offers powerful and elegant strategies for leaders

How Great Leaders Think: the Art of Reframing uses compelling, contemporary examples to show how more complex thinking is the key to better leadership. Leaders who understand what's going on around them see what they need to do to achieve the results they want. Bolman and Deal's influential four-frame model of leadership and organizations—developed in their bestselling book, *Reframing Organizations: Artistry, Choice and Leadership*—offers leaders an accessible guide for understanding four major aspects of organizational life: structure, people, politics, and culture. Tapping into the complexity enables leaders to decode the messy world in which they live, see more options, tell better stories, and find strategies that are more effective. Case examples of leaders like Jeff Bezos at Amazon, Howard Schultz at Starbucks, Tony Hsieh at Zappos, Ursula Burns at Xerox, and the late Steve Jobs at Apple provide concrete lessons that readers can put to use in their own leadership. The book's lessons include:

- How to use structural tools to organize teams and organizations for better results
- How to build motivation and morale by aligning organizations and people
- How to map the terrain and build a power base to navigate the political dynamics in organizations
- How to develop a leadership story that shapes culture, provides direction, and inspires commitment to excellence



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