



weLEAD Book Review

leadingtoday.org

©2008 weLEAD Incorporated

Leading With Kindness

How Good People Consistently Get Superior Results

Anacom - 2008 (236 pages hardback)

Authors William F. Baker & Michael O'Malley

ISBN 978-0-8144-0156-9

Leading With Kindness is a philosophical book written to promote a sound leadership principle. Kindness should not be viewed as an *option* to motivate and inspire others to superior achievement. This book helps to dispel the myth that demonstrating kindness as a leader is somehow “wishy-washy” or “soft.” In a world where shallow managers believe that bullying or intimidating others is an effective strategy, Leading With Kindness is a fresh read. Its information comes from two psychologists who support their ideas with proven concepts, interviews with corporate leaders worldwide and real world examples. As Baker states, “I decided to write this book in order to advocate a different kind of management – a more progressive one based on an understanding of the individual and an appreciation of the unique talents and contributions each person can offer.”

Written in six chapters with an appendix, Baker and O'Malley discuss the *six ingredients of kindness*. Building upon this foundation they expand the scope of the book to explain what they believe are *eight leadership principles* in the fourth chapter. Further along in the book they continue to expound the importance of leading with kindness to examine “four qualities that great leaders are able to instill in others” which include self-confidence, self-control, self-awareness, and self-determination.

Leading With Kindness is a very good book boldly discussing a neglected topic in modern business environments. The plain truth is that leaders who demonstrate compassion, concern and kindness motivate others to grow beyond themselves for the benefit of the entire organization. On the other hand, those who manage by intimidation and fear attain only *temporary* results because they stunt creativity and emotionally sicken those who work with them. In this case, co-workers only desire to achieve the minimum of expected performance, while many *subliminally* work to obstruct the organization through a passive form of vengeance and retaliation. This book powerfully offers a large amount of information on why leadership and kindness go hand-in-hand. However, because it is written by individuals with academic experience, it is sometimes difficult to follow. Some sentences are so structured that they need to be re-read over again to grasp the original intent. Some readers may find this a challenge.

weLEAD Rating – highly recommended

[Buy This Book at a Discount Price Here](#)

To read all weLEAD Book Reviews [click here!](#)

This material is copyright protected. No part of this document may be reproduced, in any form or by any means without permission from weLEAD Incorporated. Copyright waiver may be acquired at the [weLEAD website](#).