



# What's Holding You Back?: 10 Bold Steps that Define Gutsy Leaders

*Robert J. Herbold*

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"Leadership is not for everyone. It requires bold, gutsy individuals. If you accept that premise, you will find his [Bob Herbold's] book rewarding reading."

—Harvey Schachter, *The Globe and Mail* Quit hiding from tough decisions and learn to confront them head-on

Why do managers at all levels sacrifice corporate success by shying away from making the tough decisions? *What's Holding You Back?* reveals exactly *why* managers often hesitate to confront difficult issues—whether it's the absence of a perfect solution, the knowledge that no decision will please everyone, etc.—and, most importantly, *how* they can overcome these common managerial obstacles to maximize their company's success. *What's Holding You Back?* elucidates the ten core principles of confident leadership, outlining proven tactics by which managers can confront their inner wimp and highlight their inner courage.

- Features dynamic real-world examples from Apple, Microsoft, Porsche, IBM, Merck, Canon, Sony, Whirlpool, IDEO, Tesco, P&G, Target, 3M, and more
- Pinpoints the corporate failures that can result from hesitant or self-conscious organizations, and what managers can do to avoid them
- Clearly delineates how managers can cultivate and deliver accountable and decisive leadership, even during the toughest dilemmas

*What's Holding You Back?* proves that practicing gutsy leadership is the key to operational and innovative excellence in the workplace



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