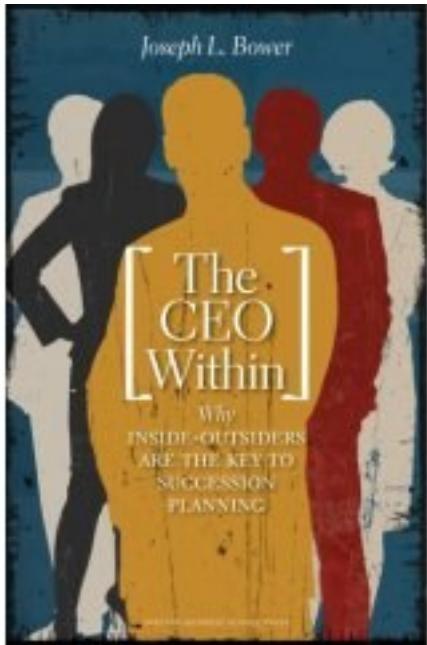


The CEO Within



[The CEO Within 下载链接1](#)

著者:Joseph L. Bower

出版者:Harvard Business School Press; 1 edition

出版时间:November 13, 2007

装帧:Hardcover

isbn:9781422104613

With rising CEO turnover, companies are increasingly looking outside for qualified candidates. Sure, externally recruited CEOs bring fresh perspectives and connections. But they lack the in-depth knowledge of the company's culture and history that they need to succeed. Result? Many deliver disappointing performances.

Companies can avoid this scenario, contends Joseph Bower in *The CEO Within*. Drawing on a decade's research (including interviews with leading CEOs) and experience managing the succession process, Bower explains how companies can develop a cohort of internal candidates one of whom may be suited to the increasingly demanding CEO role. The key? Groom inside-outsiders. These leaders view their role through the lens of someone who just bought the company unencumbered by the

cognitive and emotional baggage that comes from a long tenure in the organization. But they also leverage the knowledge they've accumulated about the company's people, suppliers and customers, and future direction.

Placed squarely at the intersection of succession planning and leadership development, this book describes the distinguishing attributes of the inside-outsider and reveals how to recruit, nurture, and promote this special type of leader. With a healthy supply of qualified internal candidates, companies get the leadership they need when they need it.

点击链接进入中文版：

[CEO接班方略:寻找具有外部眼光的内部人](#)

作者介绍：

With rising CEO turnover, companies are increasingly looking outside for qualified candidates. Sure, externally recruited CEOs bring fresh perspectives and connections. But they lack the in-depth knowledge of the company's culture and history that they need to succeed. Result? Many deliver disappointing performances.

Companies can avoid this scenario, contends Joseph Bower in *The CEO Within*. Drawing on a decade's research (including interviews with leading CEOs) and experience managing the succession process, Bower explains how companies can develop a cohort of internal candidates one of whom may be suited to the increasingly demanding CEO role. The key? Groom inside-outsiders. These leaders view their role through the lens of someone who just bought the company unencumbered by the cognitive and emotional baggage that comes from a long tenure in the organization. But they also leverage the knowledge they've accumulated about the company's people, suppliers and customers, and future direction.

Placed squarely at the intersection of succession planning and leadership development, this book describes the distinguishing attributes of the inside-outsider and reveals how to recruit, nurture, and promote this special type of leader. With a healthy supply of qualified internal candidates, companies get the leadership they need when they need it.

目录：

[The CEO Within_下载链接1](#)

标签

管理

leadership

Idea

美国

评论

[The CEO Within_下载链接1](#)

书评

[The CEO Within_下载链接1](#)