

BOOK REVIEW

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Gordon, J. (2017). *The Power of Positive Leadership*. Hoboken, NJ: John Wiley & Sons. Price – USD 25.

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ABOUT THE AUTHOR

Jon O. Gordon is a voracious author and known as a speaker in several areas of management which include leadership, culture, sales, and teamwork. Gordon has also worked with K-12 educators and managers and introduced some training programs called “The Energy Bus Animated Training Program” was released in 2015. He has published a book titled “The Energy Bus which is one the best-selling books. Work of Gordon has featured in several magazines and journals like The Washington Post U.S. News and World Report, The Wall Street Journal, and New York Posts. Gordon has wrote several books including The Wall Street Journal best-sellers The Energy Bus, The Carpenter; The Power of Positive Leadership, The Power of a Positive Team, and You Win in the Locker Room First.

ABOUT THE BOOK

Gordon’s latest book, *The Power of Positive Leadership*, is not written in a fable format so I decided to review it. In this book, Gordon shares the lessons he’s learned about positive leadership and provides a positive leadership framework. The positive leadership is a book which is all about positivity in life. He has written the book based on his positive experiences in life which change the

relationship and world. The two goals he set aside include explaining how and why positive leaders make a difference” and making provision of framework with practical ideas that support someone to become a positive leader. The book is full of positive thoughts and practicalities around everyone around that make anyone better.

Godon has extended several frameworks on of Positive Leadership which include:

1. Positive Leaders Drive Positive Cultures

It is cleverly informed by Gordon in his book that a leader should lead rather show the pathways to the followers. Citing the example from Southwest Airlines, the company had taken the decision not charge baggage fees because charging would not reflect their culture, and their goal of giving sociable, dependable, and low-cost air travel. As a leader one should invest in in your people to the degree that they want to fight for your culture, for each other, you. It will create positive aura.

2. Positive Leaders Create and Share a Positive Vision

Looking at the possibilities within each individual a positive leader looks at the necessary steps. The vision of what possible is an important aspect to lead. Positive leaders tap into the power of a vision and find a way forward. The most important thing leaders have to practice is articulation and communication of any ideas into most accountable, simple and acceptable way. It is important to a positive leader that they should recap everybody that where we are going in the future and always tries to coach and stimulates them to keep enlightening, and keep moving forward. Citing the importance of the role of a telescope and a microscope for a leader, that support to provide the big picture and enable them to work hard, by getting the sight of big picture.

3. Positive Leaders Lead with Optimism, Positivity, and Belief

A few of the aspects a leader has to imbibe in their thoughts process include Optimism, positivity, and belief. These three factors support the leaders to keep moving forward and drive results. The leaders cannot transform an organisation into results he/she does not have optimism. A leader has to look at every moment and every situation as a great opportunities, whether it is extending a positive or negative thought. The way we feed our thought process that decide the positive outcomes.

4. Positive Leaders Confront, Transform, and Remove Negativity

Gordon also has discussed the importance of weeding out the negative thoughts, though we have to maintain the positive thoughts. Ignoring the negativity within the team is an important aspect, since it can lead to biggest mistakes. The negativity within the teams can eventually sabotages the team and organization. You must address the negativity. It is very important that the positive leaders have to weed out negativity or either confront it, transform it for better

5. Positive Leaders Create United and Connected Teams

Another important factor Gordon put forward in this book is the relevance of creation of unitedness rather divide. In order to move towards right direction need the unitedness among the team. All negativity to be removed and ensure unity among team in attainment of the goals. Lose of connected within people and organisation will crumbles at the bottom. Talented people won't exists in the organisation if there is unitedness and connectivity. If the leaders have a connected team, will outperform many talented teams who lack a close bond.

6. Positive Leaders Build Great Relationships and Teams

Citing the importance of relationship, Gordon states that positive leaders care about the people they lead. A few of the important factor they have to take care of is the team and organization. In his book he made clear that positive leader need supportive style, encouraging, mentoring and guiding to his followers or team to have better compliments. Detailing the story of his about his late mom Gordon has showed the importance of selfless love and positive leadership that to be sustained in life. He states that positive leadership is all about serving others by doing the little things with a big dose of selfless love.

7. Positive Leaders Pursue Excellence

Positive leaders and always working for better future. They always search for different ways and means for better life, whether it is personal or professional or organisational. Constant strive to improve themselves, their teams, their organizations, and the world is the principle with which positive leaders work for. Making better pathways to team and organisation need positive thoughts, which generate better ideas and innovation for better future.

8. Positive Leaders Lead with Purpose

World witnessed with people living have purpose and those who did not. A positive leader always have the very purpose with which they live. They have the clear purpose of leading a team or organisation towards betterment or accomplishments. A positive leader should always think about their existence in this world and should lead a legacy through his/her life messages that make a greater impact. Indicating the same Gordon shares that "Hard work doesn't make us tired. A lack of purpose is what makes us tired. We don't get burned out because of what we do. We get burned out because we forget why we do it".

9. Positive Leaders Have Grit

Gordon has envisaged the importance of grit, viz., the perseverance and determination to work for a long period of time towards a goal. A positive leader should not stuck up. A continuity in moving is an important in accomplishment of set goals. "Positive leaders have grit and find a way to navigate the roadblocks or run through them to move closer to their vision and goal". The moments of failures are usually embraced with doubt, heartache, fear, and pain, usually in all organisations. Perseverance and determination can turn around a company, grow a start-up, build a winning team, or move a successful organization to the next level.

CRITICAL EVALUATION

The book shares about positive thoughts and beliefs for a leader to lead. It shares the importance of positive leadership new generation leaders of to have in organisations, which is lacking with many. The insights which are coming from the framework is well supported by good stories and examples in this book. Gordon shared lots and lots of stories about the sport coaches and athletic directors (basketball, football, baseball) he has worked with. The message from the book is very clear. It states that we are not positive because life is easy. We are positive because life can be hard. As a leader, one will be facing several obstacles, negativity, and tests. We need positive leadership to overcome all challenges and march towards accomplishment of our personal or professional mission. The book is highly recommendable to everyone who are performing leadership role.