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0521686032 - Leading with Values: Positivity, Virtue, and High Performance

Edited by Edward D. Hess and Kim S. Cameron

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Leading with Values

Values-Based Leadership is based upon honesty, respect, trust and dignity, and it regards every employee within a company as a valued human being. This book describes the characteristics of leaders who focus on positivity and virtues to create and sustain highly successful organizations such as Synovus Financial Corporation, HomeBanc Mortgage Company, and the United States Marine Corps. It also addresses leader mistakes and forgiveness, and how difficulties and challenges can be overcome to achieve spectacular results. This inspiring book offers practical advice that can be applied to individual leadership styles and roles. As society tries to rebound from the recent scandals involving fraud, financial improprieties, and unethical behavior among its leadership, the fundamental message of *Leading with Values* is clear: acting ethically and virtuously, and treating all stakeholders with respect and dignity, can create extraordinary outcomes without sacrificing performance and profits.

EDWARD D. HESS is Adjunct Professor of Organization and Management, Founder and Executive Director of the Values-Based Leadership Institute, and Founder and Executive Director of the Center for Entrepreneurship and Corporate Growth at the Goizueta Business School, Emory University.

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Edward D. Hess dedicates this book to Jimmy Blanchard; Tom Cousins; Sonny Deriso; Gardiner Garrard, III; Bill Turner; and Billy Wren who made all of this possible.

Kim Cameron dedicates this book to the outstanding leaders represented in the chapters of this book. Hopefully, their leadership will inspire many generations of leaders to come.

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The Successful Family Business: Proactively Managing the Family and the Business (Praeger, 2005); *The Search for Organic Growth*, Hess and Kazanjian (eds.) (Cambridge University Press, 2006); *The 6 Keys to Organic Growth: How Great Companies Consistently Grow from Within* (McGraw Hill, 2006), and the author of over 40 articles on Leadership, Strategy, Execution, Growth, and Finance.

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Acknowledgments

From Ed

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From Kim

This book project is a product of the extraordinary efforts of a myriad of people – willing and tenacious authors, a helpful editorial staff, and a supportive publisher, especially Katy Plowright. Its primary success, however, is attributable to the energy, vision, and organizational capacity of Ed Hess. It has been a great pleasure to work with and learn from Ed. I have certainly been inspired and informed by the insights of the authors in the book, but I have been motivated to perform by Ed’s example and gentle prodding. Thank you for a great experience.