



The 360 Degree Leader: Developing Your Influence from Anywhere in the Organization

John C. Maxwell

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Don't wait for that promotion! Start leading NOW...right where you are!

What's the number one question leadership expert John C. Maxwell is asked while conducting his leadership conferences? "How can I implement what you teach when I'm not the top leader?". Is it possible to lead well when you're not the top dog? How about if the person you work for is a bad leader? The answer is a resounding yes!

Welcome to The 360° Leader. People who desire to lead from the middle of organizations face unique challenges. And they are often held back by myths that prevent them from developing their influence. Dr. Maxwell, one of the globe's most trusted leadership mentors, debunks the myths, shows you how to overcome the challenges, and teaches you the skills you need to become a 360° leader.

If you have found yourself trying to lead from the middle of the organization, as the vast majority of professionals do, then you need Maxwell's insights. You have a unique opportunity to exercise influence in all directions—up (to the boss), across (among your peers), and down (to those you lead). The good news is that your influence is greater than you know.

Practice the disciplines of 360° leadership and the opportunities will be endless . . . for your organization, for your career, and for your life.

The 360 Degree Leader: Developing Your Influence from Anywhere in the Organization Details

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Leading in the 360° way means looking at yourself first, then how to influence your leader, your peers and finally (what we think of as traditional leadership) the people under you.

I started this book in May and decided to take my time to read it because it was so full of good and interesting information and I wanted to fully digest each chapter before moving on. The workbook at the end really helped with this. And each chapter ends with a review of that chapter as well.

This book has really changed my thinking about leadership and also helped me see my role in leading others completely differently. I don't just have an influence on those below me, but also on my colleagues, and my leaders. It has been very interesting for me putting some of these ideas into practice, and I have already seen some positive results!

His use of practical examples and interesting stories definitely makes this an easy read, and it was only because of the amount of good stuff in it that made me stretch it out over time to get the maximum amount out of the book. As part of having the book, there is an assessment that you can take at <http://www.360degreeleader.com> and it was interesting to see the results and also really helped with working through the book as well.

Wherever you are working in an organisation, I would highly recommend you to get this book and work through it.

Disclosure of Material Connection: I received this book free from the publisher through the BookSneeze®.com book review bloggers program. I was not required to write a positive review. The opinions I have expressed are my own. I am disclosing this in accordance with the Federal Trade Commission's 16 CFR, Part 255 : "Guides Concerning the Use of Endorsements and Testimonials in Advertising."

Tim Passerell says

Great book covering all the keys to being a 360 degree leader. Applies to organizational leadership at work, community organizations, and in your family.

They say luck is when opportunity and preparedness meet. If individuals learn and apply these principles even when starting in the lower levels of a company, they can become a leader within any group of people and organizational department.

Leaders influence. People want to follow their vision or ideas because they believe in them and trust them based on their actions, decisions, and results. Good leaders also earn respect.

John shares how effective leaders get along with others even if there isn't initial agreement. They are adaptable, they mentor, take calculated risk, accept ownership vs. making excuses, and build enthusiasm and relationships with others.

I think John hits on many of the key aspects to becoming an effective leader. He focuses on the importance of learning to lead from the middle of organization roles vs. focusing on top CEO leaders who typically lead in similar but also different ways and have already been through the middle management risk/reward stage.

Debbie Howell says

Not a big John Maxwell fan. I don't like that he's always referencing himself. Some of his principles are good, basic ideas for the workplace, I just didn't think it was a full book's worth, and I didn't find it so well-written that it kept me interested. His philosophy on church leadership is different from mine, so that probably taints my opinion of him. I think this could be beneficial to someone early in their career, just to get some smarts on maneuvering in a business environment, but I have a feeling this wouldn't be the best of his books to look to for that. One thing I noticed is that most of his illustrations are drawn from a "masculine" perspective: sports, male politicians & business leaders--it had a very "guyish" tone, I thought.

Kevin says

I was over-exposed to Maxwell's writings in Bible college, so I stopped paying attention to his stuff for about a decade. It seemed like everything he wrote was just a repackaging of the same concept: leadership=influence.

This book, however, goes beyond that. It may be the most important book he's written since 21 Irrefutable Laws of Leadership. The main takeaway from the book is a reminder that not only is leadership not just a positional/title thing, but the majority of leadership happens from the middle of an organization. How a people lead when they're not at the top of the organizational chart has more impact on an organization's health than the actions of the person at the top.

There's a whole lot more than this, so if you feel called to lead, no matter what your current position may be, this book is well worth the read.

Ramon says

Most of my books reviews will have this disclaimer. Most of the books in my library are audiobooks. I prefer audiobooks especially on long trips. I feel that if the book is that bad at least my time was not a complete waste. With that said I hated it. I know Mr. Maxwell is suppose to be some type of guru. Some of the scenarios do not work in business. He delivered it in a confusing manner. I couldn't wait to take it to Half Price books. I think I got \$1.00.

Cristian Morales says

After reading The Psychology of Leadership all of these books seem like waste of time.

On this book John suggests people shouldn't wait until they get a leadership position to start behaving like a leader. He also gives a bunch of advise about how to positively impact others, being altruistic, controlling your ego, and being a good person.

I'm starting to get bored with this subject, but I happened to go on a rampage the last time I stopped by the bookstore, so I still have to read Managing in a Time of Great Change and The Effective Executive.

Note to self: I wrote lots of notes on the book as I went through it. That could be meaningful to review later on.

Anand Kumar says

Just finished reading “The 360 Leader” by John C Maxwell.

Many supervisors with leadership responsibilities think that because they are not the main leader - they cannot influence peers, subordinates or even bosses. Even if someone is reporting to someone else, they can use the three different skills of leading up, leading across, and leading down the enterprise. Once leaders can incorporate these principles into their own style of management, they will be able to influence others in every direction and become a 360-Degree Leader.

In part 1: Author talks about Myths around position myth, destination myth, no one will follow unless you are a manager, magical properties of position, the top is freedom, potential reach is with position and people won't try. By explaining and detailing all these myths John has proved that “You can lead others from anywhere in an organization. And when you do, you make the organization better.”

In Part 2: Author talks about the challenges a 360 leaders face: Tension Challenge, frustration challenge, pressure challenge, ego challenges, like the font challenge, vision challenge, and influence challenge. Going in detail about these challenges and how to handle it John provide an insight to say “The role of leaders in the middle of an organization – in nearly every circumstance – is to add value to the organization and to the leader.”

In Part 3: Author detailed about the Principles practice to Lead Up and the favorite of mine in the book

1. “Lead yourself. That’s where it all starts. Besides, if you wouldn’t follow yourself, why should anyone else?”
2. “If you help lift the load, then you help your leader succeed
3. Successful 360-Degree Leaders can do what others don’t want to do by stepping out of their comfort zones.
4. There is a distinct difference between managers and leaders. Managers work with processes while leaders work with people
5. Part of working successfully with these inevitable intangibles is the establishment of good relationships no matter whether people are leading up, across, or down the organization
6. All leaders value time. This principle suggests that people must be prepared when taking any of a leader’s time.
7. Timing is essential to good leadership
8. Becoming a team member who gets things done and demonstrates competency, responsibility, and reliability becomes the one people will turn to when things need to happen
9. Many people do not realize that they’re on an ongoing journey requiring growth and improvement each day. Leaders need to keep learning to better themselves at all times.

In Part 4: Author detailed about the Principles practiced to Lead across

In Part 5: Author detailed about the principles practiced to lead down

Leaders help people succeed and any organizations depend on leaders for them to be successful, and they must have 360-Degree Leaders. Through the principles of the 360-Degree Leader – It’s easy to understand how to lead from the middle. With abundant quotes and real example of leaders, This book takes on a

realistic journey to become a 360-Degree Leader. The 360-Degree Leader is a tremendous resource for people at every level of the enterprise.

Few quotes from the book:

- If you wouldn't follow yourself, why should anyone else?
- Leadership is more disposition than position—influence others from wherever you are
- Successful people do the things that unsuccessful people are unwilling to do
- Advice is what we ask for when we already knew the answer but wish we didn't
- Managers work with processes—leaders work with people
- Everything rises and falls on leadership
- If you want to get ahead, leading up is much better than kissing up
- The closest to perfection people ever come is when they write their resumes
- you must be interested in finding the best way, not in having your own way

It's a good book to have on the shelves when you want to grow as a leader and take the suggestions. Happy Reading!!!

@ JohnCMaxwell

Jen says

Yet another book I read for a course at work. I really, truly wanted to like this book. I'm a firm believer in the 360° feedback process and the whole "lead from the middle" mindset. I couldn't force myself to read the latter half of the book in its entirety. (I finished it, but I skimmed.) The book was ponderous; it felt like Maxwell was just writing to fill up pages, instead of actually trying to impart anything. I don't believe that I learned anything by reading the first half completely that I wouldn't have learned by just reading titles and first/last paragraphs of (sub)chapters.

Peter Scholtens says

It's ironic that, according to some pundits, most leadership books are read by middle management. Finally we have a book that targets those in the middle, leading a little, being led, and sharing leadership with others.

In his usual polished style, Maxwell tells stories gleaned from business and leadership. He has gathered quotes from around the world and weaves them together to teach about leadership and success.

Maxwell begins by dismissing many myths about leadership. He argues that we need to lead wherever we are. We need to begin thinking about being leaders long before we are recognized as being part of leadership because there are tangible benefits both now and in the future.

Maxwell carries on by explaining where our influence lies, specifically in these 5 areas:

1. Position - Influence because of your role.
2. Permission - Influence because of your character.
3. Production - Influence because of your production.

4. People Development - Influence because of who you've mentored.
5. Personhood - Influence because of your personality.

John Maxwell also focuses on direction of leadership – up, across, and down.

When leading up well, we must help our leaders by anticipating what our leaders need and then shouldering some of their load. It is also important to anticipate and use the time we have well, getting to know them and how to work with them.

When leading across well, we need to complete rather than compete, being a friend rather than a competitor.

When leading down, place people where they will thrive, modeling the behaviours you wish to see. In the end, you are most effective as a leader when your vision is clear and you reward the behaviours you want to see.

This book, John C. Maxwell's, The 360 Degree Leader, helps in stick-handling through the leadership possibilities at all levels of an organization. He makes it clear that, whether in business, family, or in not-for-profit work, if you are interacting with people, the opportunities for leadership are endless.

This book is a great entry level read for those who are wondering when they will receive the mantle of leadership in their organization. Remember, wherever you are, you are already a leader.

Ryan Nims says

In my opinion, Maxwell is HIGHLY overrated. He has some valuable things to say, though other more secular non-fiction writers do it better; seem more grounded in business practices.

This is easily the worst business self-help book I've ever read; it is an exceptionally long marketing pamphlet for all his other books. For an author to reference past works once in a while is not a bad thing, and can add color and depth if one has read the referenced work. This book however calls out numerous references to almost all past works with such frequency, that I had trouble seeing past the author's self-advertising to get to the really good ideas at the heart of it all.

Mathew says

I am not a fan of business self-help books. They make banal statements and reinforce crappy ideals that don't challenge individuals or businesses, nor do they get at the root of most individuals/business actual problems. Rife with sports and religious platitudes, this book is like all the rest: don't change a broken system; change your attitude towards the broken system and all will be well.

Loy Machedo says

Loy Machedo's Book Review - The 360 Degree Leader by John C. Maxwell

I like reading the books by John C. Maxwell. His books are compact, condensed and concise. He follows the pattern of having a central theme and he expands on that theme with examples, quotes and logical steps – that if followed will lead to results.

True to his brand, The 360 Degree Leader is another contribution from his end. If I were to summarize the book, it would be:

- 1) The book serves as a guide to those stuck in the Middle Management level on how they can display leadership skills to those above them, beside them and below them
- 2) There are good examples and inspiring anecdotes which make the book interesting to read.
- 3) The points are very simple and do-able. I wouldn't say they are anything 'revolutionary' though but yes, it does refresh ones mind and gives them a scale on how they can rate themselves in the larger frame of leadership
- 4) The creative bit about this book is that, it has a code where by you can go online and take the test to check out your leadership score & definition – However, like every other business model, this is not 'free' per se.
- 5) There are moments in the book where you do get disappointed as it is not up to the mark when you compare it to his other collections.

Overall, I found this book to be a relaxing and easy read (around 365 pages), if not an amazing one. Would I recommend it to anyone? Well, not actually. Unless of course you are planning to immerse yourself into obsessive learning and growing like how I hope to continue to commit myself. So not a bad book, and not a great book either.

Overall Rating – 6 out of 10

Loy Machedo
loymachedo.com
