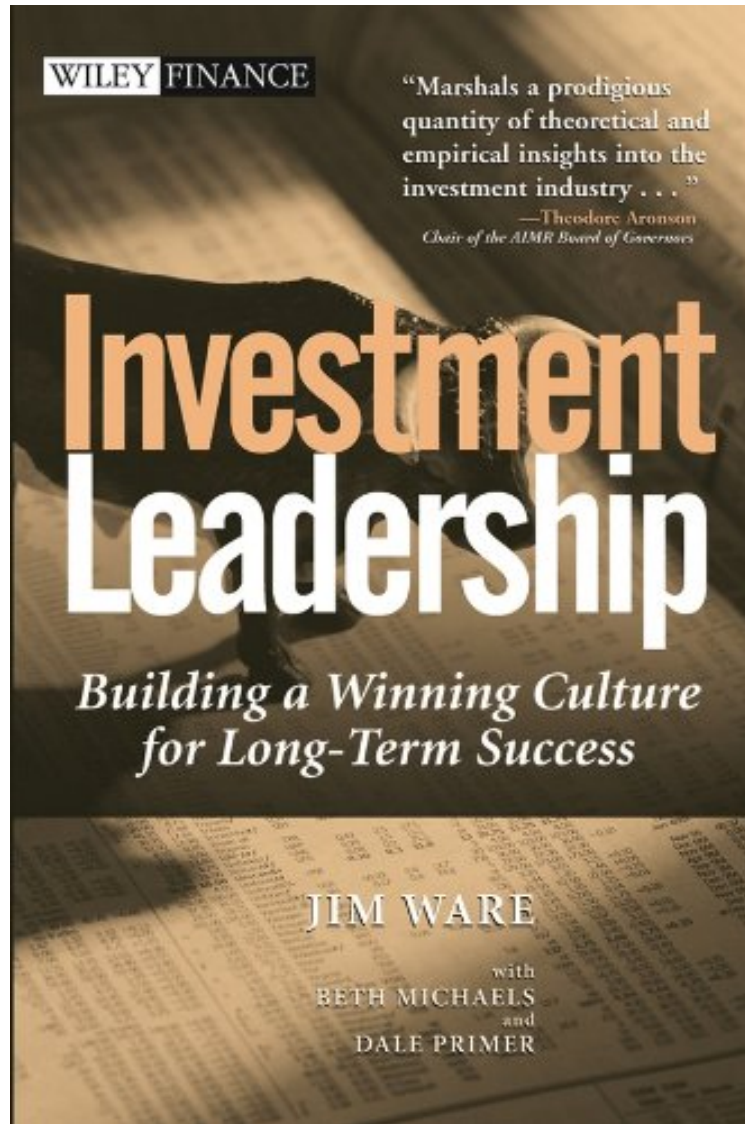


(Mobile pdf) Investment Leadership: Building a Winning Culture for Long-Term Success (Wiley Finance)

Investment Leadership: Building a Winning Culture for Long-Term Success (Wiley Finance)

Jim Ware, Beth Michaels, Dale Primer

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Jim Ware, Beth Michaels, Dale Primer : Investment Leadership: Building a Winning Culture for Long-Term Success (Wiley Finance) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Investment Leadership: Building a Winning Culture for Long-Term Success (Wiley Finance):

1 of 1 people found the following review helpful. A Great ReadBy A supplement takerInvestment Leadership explores why some investment organizations produce above average long-term results for clients while others don't. Jim Ware and his team discovered that the best ones have key common characteristics. Ware illustrates how an investment firm's

culture influences creativity and success. This is an engaging book and I believe every investment professional would benefit from reading it. Clients will learn important characteristics to look for when hiring an investment advisor or investing in mutual funds. 0 of 0 people found the following review helpful. Below Average
By Kennyrice
Order was received on time and in the condition described by the seller. However, the book bounced back and forth between the 'art' of leadership and the 'skill' of investing without really linking the two together. 0 of 0 people found the following review helpful. Great Resource for Investment Firms
By Michelle Heyne
I've been in financial services for over 25 years and have been frustrated by the cultural factors that seem to make it difficult for executives in this industry to look critically at their leadership and people issues without succumbing to cynical ("nothing can be done") or naive ("buy new inspirational posters") responses to complex systems requirements. My training is in organization development and I found the theories and concepts laid out by Jim Ware, Beth Michaels and Dale Primer to be right on-target. In my experience, business books dealing with leadership are often shallow or focused on inspiration to the exclusion of practical application--books that seem to value feeling good over engaging the hard work of making sustainable, positive change. In contrast, these authors demonstrate an impressive command of the material, and they are also able to translate it effectively for the audience. The language fits the intended reader, and the use of industry-specific analysis and data makes the theory come alive. Finally, they provide concrete methods for implementing change--assessments, suggestions, illustrations. They also tell you there are times it makes sense to hire a consultant, which is simply true. All in all, engaging, provocative, and truly useful.

A comprehensive guide to best practices within the investment industry *Investment Leadership* provides readers with the tools to understand the leadership factors that contribute to sustainable growth; diagnose their firm's culture and understand why it is important; and replicate best practices from leading firms. With the help of diagnostic tools, practical advice from industry leaders, and real-life case studies, this book sets out to explain what is wrong with the status quo and reveal the secrets of long-term success in the investment industry. James W. Ware, CFA, currently works as a consultant to money managers. He is the coauthor of *The Leadership Genius of George W. Bush* (0-471-42006-9). Beth Michaels has worked with many organizations, including Chevrolet Motors and the McDonald's Corporation. Dale Primer has worked with business executives from more than 700 individual businesses in over eighty-five separate industries.

From the Inside Flap
The investment industry has enjoyed nearly twenty years of extraordinary prosperity, during which time good leadership skills were not vital to success. Now that the industry is entering a new and more competitive era, the future of firms will depend on good leadership—and managing the firm will become as important as managing the money. So, how do leaders create winning cultures that result in the most successful investment firms? How do leaders fully leverage the talent in a company to obtain positive results? *Investment Leadership: Building a Winning Culture for Long-Term Success* clearly identifies those elements of leadership that significantly contribute to an investment firm's sustainable success. Combining an in-depth knowledge of the investment industry with time-tested, research-based concepts and tools in the areas of leadership and culture, author Jim Ware, with the help of Beth Michaels and Dale Primer, reveals the secrets of long-term success in the investment industry. Divided into five information-rich parts, *Investment Leadership* provides you with the tools to: Understand the leadership factors that contribute to sustainable growth Diagnose a firm's culture and understand why it is important Replicate best practices from leading firms Communicate more effectively across all asset classes Identify which nonfinancial firms will be outstanding performers Assess investment managers and compare them to one another Whether you're an outstanding investment leader such as Jack Brennan at Vanguard or a newcomer to the investment industry, understanding investment leadership is now more important than ever. This comprehensive resource will prepare you for a variety of investment leadership and corporate culture issues through coverage of the behavioral descriptions of leadership and culture, explanations of how you can quantify the people side of the business, and discussions of how to improve your firm's goal setting, compensation, and succession planning. In light of the collapse of Enron and other recent corporate failures, many investors are left wondering what roles leadership, culture, and values play in today's financial industry. With the help of diagnostic tools, practical advice from industry leaders, and real-life case studies, *Investment Leadership* sets out to explore these issues and answer many of the pressing questions facing today's investment professional.
From the Back Cover
"Marshals a prodigious quantity of theoretical and empirical insights into the investment industry . . ." —Theodore Aronson, Chair of the AIMR Board of Governors
Praise for *Investment Leadership*
"Investment Leadership presents an insightful and intelligent description of the cultural issues in the investment industry. This work is a must-read for investment professionals as it provides a thought-provoking shift from 'what we do' to 'how we do it.'" —E. David Coolidge III, Vice Chairman and Chief Executive Officer, William Blair and Company
"We all know, intuitively, that the investment managers who don't care about their people, don't care about their clients, or don't care about new ideas and innovation are destined to fail eventually. *Investment Leadership* is the first book to rigorously study the corporate cultures that can form a foundation for success in investment management."

I view it as 'must-read' for anyone who seriously wants to succeed in institutional investment management." —Robert D. Arnott Chairman, First Quadrant, LP and Editor, Financial Analysts Journal "In the midst of a challenging environment for investment firms, the authors strike at the very core of the industry's issues with culture. With common sense backed by analytical research, Investment Leadership exposes the myths that have characterized corporate America for too long—identifying the core values of successful companies and thereby redefining the future of an industry." —John W. Rogers Jr., Chairman and Chief Executive Officer Ariel Capital Management, Inc./Ariel Mutual Funds "Investment Leadership highlights many issues which are at the heart of managing an investment firm. It is very hard to get these core organizational values right and keep them relevant over time. This book has given me a number of tools which will help me in my role." —Glenn R. Carlson, CFA, Co-Chief Executive Officer Brandes Investment Partners, LLC "Investment Leadership fills a big void in the industry by providing us with an understanding of the key ingredients of investment leadership. It is a must-read for all investment professionals who aspire to a higher standard of leadership." —Harry Marmer, Senior Vice President, Institutional Investment Services Franklin Templeton Institutional

About the Author
JIM WARE, whose credits include working as director of investment planning and strategy at Allstate Insurance and instructing at Keller Graduate School of Management, has over twenty years of experience in the investment industry. Ware, a CFA, now works as a consultant to money managers and speaks to financial communities across the United States and abroad. He is the author of *The Psychology of Money: An Investment Manager's Guide to Beating the Market* and coauthor of *The Leadership Genius of George W. Bush: 10 Commonsense Lessons from the Commander in Chief*, both published by Wiley. He is also the author of various articles and papers that have been printed in publications such as the *Financial Analysts Journal*. Ware received his MBA from the University of Chicago.

BETH MICHAELS has collaborated with senior executives and senior management teams throughout the United States, Canada, and Europe. During her fifteen-year career she has worked with many organizations, including Chevrolet Motors, Accenture, the Peace Corps, Harris Bank, Pfizer, the McDonald's Corporation, and Johnson Johnson. Michaels received her master's degree from the University of Illinois.

DALE PRIMER has worked with business executives from more than 700 individual businesses in over eighty-five separate industries. He has advised companies such as ATT, Waste Management, Kraft General Foods, Harris Bank, University of Illinois, Abbott Labs, Bank One, and the McDonald's Corporation. Primer's investment experience includes three years of trading on the floor of the Chicago Board of Trade and the Chicago Mercantile Exchange.