



The Leadership Equation: 10 Practices That Build Trust, Spark Innovation, and Create High Performing Organizations

By Eric Douglas

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A leader's blueprint to building a high-performing organization

What distinguishes the most successful organizations? What do the leaders and managers in these top organizations actually do?

In this fascinating book, entrepreneur and business consultant Eric Douglas draws on his work with corporations, government agencies, and nonprofit organizations to paint a clear picture of what happens inside high-performing organizations. He reveals a simple but profound equation: Trust + Spark = Leadership Culture. Leaders and managers are most successful when they focus on building trust and sparking innovation.

In *The Leadership Equation*, Douglas expands the equation into the 10 most important practices for building trust and spark. As the author shares these practices, he reveals both the fundamental systems at work in high-performing companies and the specific day-to-day things that today's leaders must do to sustain high levels of success. As Douglas clearly shows, when trust and spark combine, leaders improve the performance of their team, their business unit, and the entire organization--and, ultimately, reach their own full potential.

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Editorial Review

Review

"What builds great organizations? Eric Douglas has gifted us all with the answer and the roadmap in The Leadership Equation. Implement his principles and you'll find yourself the leader of a powerful, hyper-creative, high-achieving organizational culture!"

--Marshall Goldsmith, author of the New York Times and global bestseller *What Got You Here Won't Get You There*

"In The Leadership Equation, Eric helps you engender trust among your team as you spark their innovation drive. With 70 percent of employees describing themselves as disengaged or actively disengaged, this valuable book couldn't come at a better time."

--Jason Jennings, New York Times bestselling author of *The Reinventors*, *Think Big, Act Small*; and *Less Is More*

"The Leadership Equation brings together culture and innovation and shows how to build successful organizations with an easy and actionable set of practices."

--Tony Davila, coauthor of *The Innovation Paradox* and *Making Innovation Work*

"This is a great book and a great read. It describes what moves us at our core as human beings and how to inspire leadership throughout an organization."

--Anne Stausboll, CEO, CalPERS

"In successful companies, trust and innovation go hand in hand . . . When they coexist, an organization's capacity for success grows exponentially. The Leadership Equation hits you with a one-two punch; Eric helps you engender trust among your team even as you spark their innovative drive. As he demonstrates, when you can do both, you create a leadership culture that helps the whole organization excel."

--Judith E. Glaser, author of the bestseller *Conversational Intelligence*; CEO of Benchmark Communications; and chairman of The Creating WE Institute

About the Author

Eric Douglas is a senior partner and founder of Leading Resources Inc., a consulting firm that focuses on developing high-performing organizations. For more than twenty years, Eric has successfully helped a wide array of government agencies, nonprofit organizations, and corporations achieve breakthroughs in performance.

An honors graduate of Harvard University, Eric started his career as a newspaper reporter and editor at the San Francisco Chronicle. He began consulting in the 1990s, where he discovered his true passion--"changing the world from the inside out, rather than from the outside looking in."

Eric's expertise is in helping leaders with strategy, governance, and performance management. His work as a

leadership coach and consultant has been recognized by the Institute of Management Consultants. He also devotes considerable time to charitable and community projects. He is married and has four children. In whatever time he has left over, he enjoys songwriting, sailing, and travel.

Find more articles by Eric at LeadingResources.com.

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Richard Reardon:

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