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## Its Not the How or the What But the Who: Succeed by Surrounding Yourself with the Best

By Claudio Fernandez-Araoz

Harvard Business School Press. Hardcover. Book Condition: New. Hardcover. 256 pages. Dimensions: 9.4in. x 6.0in. x 1.0in. Succeed by mastering the art of the whoWhy surround yourself with the best Because it matters in all aspects of life. In fact, in professional environments, getting people right what global leadership authority Claudio Fernandez-Aroz calls the art of great who decisions marks the difference between success and failure. To thrive, you need to identify those with the highest potential, get them in your corner and on your team, and help them grow. Yet surprisingly very few of us are able to meet that challenge. This series of short and engaging essays outlines the obstacles to great who decisions and offers solutions to address them in a systematic way. Drawing from several decades of experience in global executive search and talent development, as well as the latest management and psychology research, Fernandez-Aroz offers wisdom and practical advice to improve the choices we make about employees and mentors, business partners and friends, top corporate leaders and even elected officials. The personal stories and cutting-edge studies described in the book will help you understand both your own failings and the external forces commonly at play in staffing decisions. The...



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