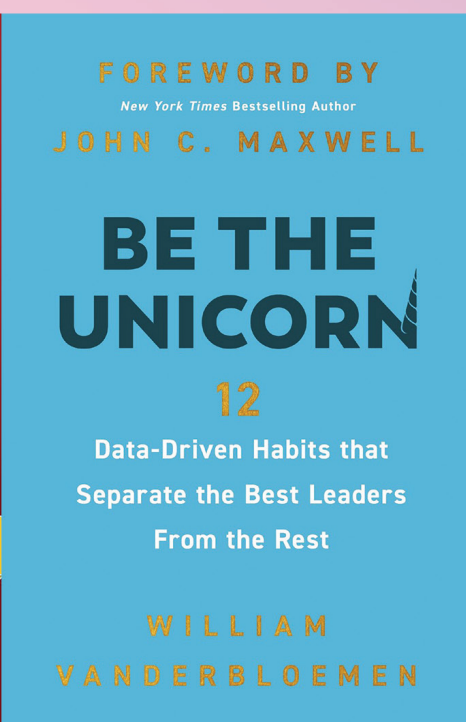
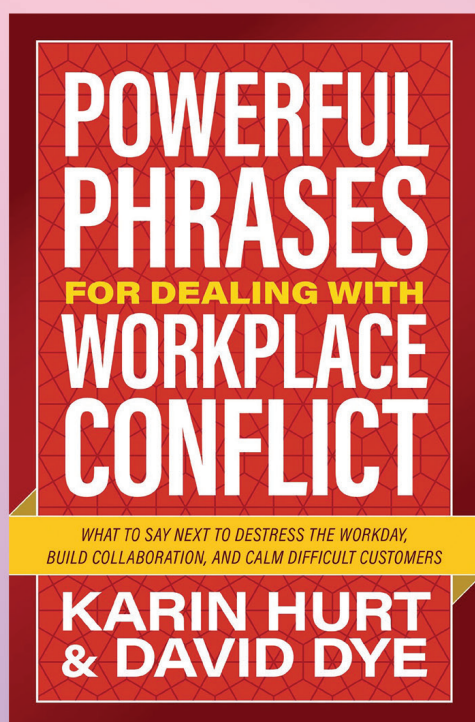


Winter-Spring 2024 HarperCollins Leadership Rights Guide



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Upcoming Releases for Winter-Spring 2024

Feeding your inner drive to grow as a leader



March 12, 2024

\$29.99

Jacketed Hardcover

256 pages

9781400226962

BUSINESS & ECONOMICS /
Business Communication

COACH BUILDER

How to Build a Profitable Career as a Small-Business Coach

Donald Miller

If you have experience growing a small business and want to leverage that experience to build a six, seven, or even an eight-figure coaching business, *Coach Builder* will give you a step-by-step playbook to make it happen.

If you want to either pivot your career to become a small-business coach or if you're already a small-business coach and are looking to grow your existing coaching business, the steps in *Coach Builder* will help you make your dream a reality.

This is not a book about the philosophy of coaching, instead, *Coach Builder* provides instructions and templates to build a menu of coaching products, curate a list of clients, create a marketing plan that works and deliver coaching that gets results.

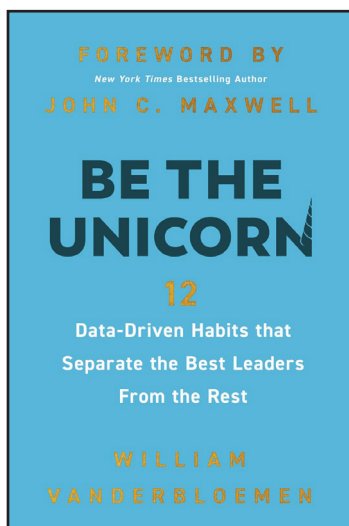
If you are looking for practical, step-by-step solutions to increase your client base and charge more for your coaching, *Coach Builder* will show you how.

Donald Miller is the CEO of Business Made Simple, an online platform that teaches business professionals everything they need to know to grow a business and enhance their personal value on the open market. He is the host of the *Business Made Simple* podcast and is the author of several books, including the bestseller *Building a StoryBrand*. He lives and works in Nashville, Tennessee with his wife, Elizabeth.

KEY SELLING POINTS

- The business coaching market size has grown substantially in recent years, with the US market size estimated at \$15.2 billion as of 2023 (IBISworld).
- *Coach Builder* will appeal to the large number of consultants in the U.S.: 1.9 million people as of 2023 (IBISworld).
- Donald Miller is a *New York Times* and *Wall Street Journal* bestselling author. The book builds on his previous titles *How to Grow Your Small Business* and *Business Made Simple*.
- The author has an active email list of 500k small business owners and coaches.





November 14, 2023
\$29.99
Jacketed Hardcover
272 pages
9781400247103
BUSINESS & ECONOMICS /
Personal Success



BE THE UNICORN

12 Data-Driven Habits that Separate the Best Leaders from the Rest

William Vanderbloemen

Want to stand out from the crowd? We have studied 30,000 top leaders and have discovered the 12 habits they share that make them as rare as a unicorn. Learn these habits, and you'll be one of the best at whatever you do!

How do I stand out? How do I become irreplaceable? With a crowded workforce, an unstable job landscape, and the rise of AI, these questions are the ones that everyone either is or should be asking.

William Vanderbloemen has asked these questions over the past 15 years while running one of the world's top executive search firms. Through extensive research of over 30,000 top leaders and proprietary data, Vanderbloemen has identified the 12 habits that the best of the best have in common. Traits such as authenticity, responsiveness, agility, and the ability to problem solve, among others.

Each habit includes information on What We Know (the hard data behind why the habit is so transformative), What We've Seen (first-hand accounts by high-achieving professionals on how they live the habit), and What We Do (simple ways to build this habit into your daily routine). *Be the Unicorn* will help you:

- Discover the top twelve soft skills the most successful leaders, the top 1%, have.
- Understand how to develop these soft skills in your own life for better job success.
- Learn how to apply soft skills to interpersonal relationships outside of work.
- Understand how these soft skills can be applied in different work environments and job fields, especially with the rise of AI technology.

William Vanderbloemen, founder and CEO of Vanderbloemen Search Group, has become an unlikely business expert over his long and continuing career. Combining over fifteen years of ministry experience as a Senior Pastor with the best practices of executive search, William created a brand-new industry: executive search for faith-based organizations. Prior to founding his own search company, William studied under a mentor with over 25 years of executive search at the highest level. He also has experience as a Manager in Human Resources in a Fortune 200 company, working on integration of corporate culture and succession planning.

KEY SELLING POINTS

- Gen Z will make up a third of the workforce by the end of the decade, according to the U.S. Bureau of Labor Statistics.
- William Vanderbloemen is regularly asked to offer thought leadership on team building, culture, and entrepreneurship across all media. He is a regular speaker, and with his popular *Forbes* column, his *Forbes* contributor page averages over 125K visits each month.
- His podcast *#Vandercast* has reached in the top-50 of overall podcasts and will be used to share excerpts of the book and exclusive preorder offers.



May 7, 2024

\$22.99

Softcover

256 pages

9781400246090

BUSINESS & ECONOMICS /

Leadership

Rights Sold for: eDisplay



THE FIRST-TIME MANAGER: DEI

Alida Miranda-Wolff

The essential resource for new managers who want to foster a safe, inclusive, and productive space for their teams.

Being an inclusive manager boils down to finding ways to balance power and love day-to-day. When do we prioritize the needs of an individual employee over that of the whole team? When do we hold firm that what the team needs is more important than what the individual wants? How do we ensure that we uphold one person's boundaries without compromising another's? How do we live up to the promises we make to ourselves and to each other, all while driving results and hitting our earnings targets?

Alida Miranda-Wolff has worked with hundreds of organizations to help them create cultures of belonging and successful DEI initiatives, which means she knows the common pitfalls to avoid and action items required to make DEI work. In this practical guide, she shares both the mindset and actions required for new managers to build inclusive teams.

This one-of-a-kind guide will:

- Help you define your inclusive management style.
- Provide practical guidance on how to create a healthy culture on your teams through equitable practices.
- Teach you the basics of inclusive language.
- Offer guidance on how to give and receive feedback.
- Help you manage identity-based conflict.

Alida Miranda-Wolff is a strategist, communicator, and people-person. She refines company cultures through a dogged commitment to continuous learning and a disciplined pursuit of more. As the founder of Ethos, a talent strategy firm for tech, Alida grows the teams that fuel rocket ship companies. By shaping culture and developing talent, she helps strengthen every company's biggest asset: its people. With a focus on diversity, hiring practices, vision and values, and career pathing, she partners with tech leaders to make possibilities and aspirations concrete realities.

KEY SELLING POINTS

- Diverse companies have two and a half times higher cash flow per employee, and inclusive teams are more productive by over 35% (Global Market Report 2022).
- Companies with diverse management teams experience 19% more revenue compared to less diverse counterparts (Boston Consulting Group).
- According to a survey by CNBC, 80 percent of respondents reported they want to work for a company that values DEI efforts



May 21, 2024

\$22.99

Softcover

188 pages

9781400242337

BUSINESS & ECONOMICS /

**Human Resources & Personnel
Management**

Rights Sold for: eDisplay



THE FIRST-TIME MANAGER: HR

Paul Falcone

The must-have resource for HR managers who want to lessen the learning curve, succeed in their role, and set themselves up for future growth.

The world of work continues to grow more complex with hybrid work, a shortage of talent, and a mandate for more inclusive environments with a true DEI perspective. These changes have created many exciting opportunities but also carry big risks for HR managers on the front lines in organizations in transition.

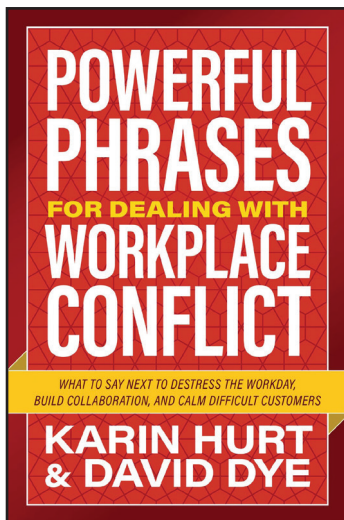
Bestselling author and Human Resources expert Paul Falcone breaks down the landscape for new managers to quickly get up to speed covering recruitment, employee relations, compensation and benefits, "HR Defense" legal and compliance strategies to keep your organization safe, as well as "HR Offense" strategies to help drive organizational strategy and performance. This one-of-a-kind guide will:

- Round out your exposure to the full gamut of disciplines within the HR suite of services.
- Share deeper-dive knowledge and insights into particular areas of the HR world to shortcut the natural learning curve.
- Maximize certain features of HR programs and service offerings to help you attract, develop, and retain top talent
- Raise red flags in areas that could potentially expose you or your organization to unwanted legal liability
- Help you master the levers of HR so that you can perform agilely and skillfully across the full HR spectrum
- Provide a tool for your own personal and professional development as you progress within your own HR career

Paul Falcone (www.PaulFalconeHR.com) is principal of Paul Falcone Workplace Leadership Consulting, LLC, specializing in management & leadership training, executive coaching, international keynote speaking, and facilitating corporate offsite retreats. He is the former CHRO of Nickelodeon and has held senior-level HR positions with Paramount Pictures, Time Warner, and City of Hope. He has extensive experience in entertainment, healthcare/biotech, and financial services, including in international, nonprofit, and union environments.

KEY SELLING POINTS

- There is a growing number of human resources professionals in the U.S., and there are predicted to be 840K by 2025 (Statista).
- Paul Falcone is one of the most recognized and trusted voices in human resources and is a regular speaker and writer for organizations like the Society of Human Resources Management (SHRM), American Management Association (AMA), and Association for Talent Development (ATD).
- There are many diverse aspects of the HR discipline, and Falcone's "coaching approach" is designed to speed up the new manager's learning curve tremendously.



May 14, 2024

\$19.99

Softcover

240 pages

9781400246274

BUSINESS & ECONOMICS /

Conflict Resolution &

Mediation



POWERFUL PHRASES FOR DEALING WITH WORKPLACE CONFLICT

What to Say Next to Destress the Workday, Build Collaboration, and Calm Difficult Customers

Karin Hurt and David Dye

A must-have resource for building collaboration and trust when the wrong word or phrase can set someone off.

In many workplaces today, workplace conflict is an escalating issue. The shift to remote work and hybrid teams has left many people longing for deeper human connection. On top of this, add a younger generation clamoring for more feedback and impatient for change, steady advances in technology that can feel threatening to job security, or people reexamining priorities and quietly quitting. Take the increase in anxiety, stress, and depression, mix in the loss of human relationships, and you get less tolerance and understanding leading, ultimately, to more unresolved workplace conflict.

Powerful Phrases for Dealing with Workplace Conflict is an essential resource for all employees (and their managers) who are looking for help on how to navigate frequent workplace conflicts, including with their boss and other difficult people, so they can rebuild trust, collaboration, and ultimately enjoy more influence at work.

Leadership and workplace culture experts Karin Hurt and David Dye share practical and easy-to-follow tactics such as:

- Over 50 actual phrases you can use to deescalate common workplace conflict situations and build trust.
- Sample dialogs to demonstrate how phrasing improves interactions.
- Critical communication tools to ensure workplace issues are addressed before they fester and become more difficult to manage.
- Findings and real-world cases from a workplace conflict survey conducted by the authors.

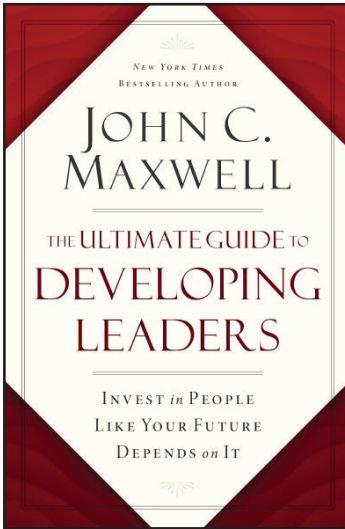
Karin Hurt is the founder of Let's Grow Leaders, an international training firm which helps leaders achieve breakthrough results, without losing their soul. She was recently named on *Inc's* list of 100 Great Leadership Speakers. Other books include *Winning Well*.

David Dye is President of Let's Grow Leaders, an International training firm that works with leaders to achieve breakthrough results without losing their soul. Other books include *Winning Well* and *The Seven Things Your Team Needs to Hear You Say*.

KEY SELLING POINTS

- This book will continue the popular *Powerful Phrases* series, joining *Powerful Phrases for Dealing with Difficult People* (37k sales), *Powerful Phrases for Effective Customer Service* (9.5k on BookScan), and *Powerful Phrases for Successful Interviews* (7.5k on BookScan).
- Karin Hurt and David Dye have a proven track record—they authored *Winning Well* (AMACOM, 2016) and *Courageous Cultures* (HarperCollins Leadership, 2020).
- The average manager spends more than four hours per week dealing with conflict—yet often fails to adequately resolve it. According to The Myers-Briggs Company's 2020 "Conflict at Work" survey, nearly 1 in 4 people think their managers handle conflict poorly or very poorly.
- Workplace conflict is becoming more common. Over a third (36%) of people now report dealing with conflict often, very often, or all the time, compared to 29% from The Myers-Briggs Company's 2008 study. This is double damaging, as the more time that an individual spends dealing with conflict at work, the lower their reported job satisfaction.

Frontlist Releases from Spring to Summer 2023



October 10, 2023

\$27.99

Jacketed Hardcover

272 pages

9781400246212

BUSINESS & ECONOMICS /

Leadership

Rights Sold for: Chinese

(Simplified), eDisplay,

Portuguese, Spanish

THE ULTIMATE GUIDE TO DEVELOPING LEADERS

Invest in People Like Your Future Depends on It

John C. Maxwell

What is the secret sauce for every kind of organization?

What is the secret to organizational success? Whether the goal is developing a new product, establishing a new location, launching a new initiative, starting a new team, or improving your existing one, what will determine its success? The leaders! For any team, small business, large corporation, non-profit organization, or government entity, the key to accomplishing today's goals and achieving tomorrow's success depends on its present and future leaders.

Few people know more about developing leaders than John C. Maxwell, the bestselling leadership author in history. In the last twenty-five years, he has grown from equipping a handful of leaders in one organization to developing millions of business, government, and non-profit leaders in every country around the world.

In *The Ultimate Guide to Developing Leaders*, Maxwell teaches everything leaders need to know about how to develop leaders in their team or organization. Readers will learn how to:

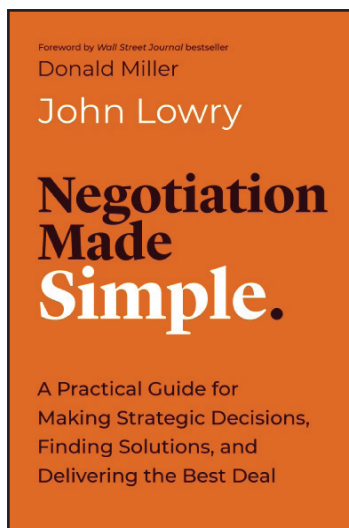
- Become developers of people.
- Identify people with leadership potential.
- Recruit, train, and motivate emerging leaders.
- Empower new leaders to lead.
- Coach new and existing leaders to higher levels of achievement.
- Teach their leaders how to develop other leaders.

Anyone frustrated by leadership limitations in their organization needs to read *The Ultimate Guide to Developing Leaders*. If they follow the practical steps it offers, they will create a leadership pipeline that will never run dry.

John C. Maxwell is a #1 *New York Times* bestselling author, coach, and speaker who has sold more than 33 million books in fifty languages. He has been identified as the #1 leader in business and the most influential leadership expert in the world. His organizations - the John Maxwell Company, The John Maxwell Team, EQUIP, and the John Maxwell Leadership Foundation - have translated his teachings into seventy languages and used them to train millions of leaders from every country of the world. A recipient of the Horatio Alger Award, as well as the Mother Teresa Prize for Global Peace and Leadership from the Luminary Leadership Network, Dr. Maxwell influences *Fortune* 500 CEOs, the presidents of nations, and entrepreneurs worldwide. For more information about him visit JohnMaxwell.com.

KEY SELLING POINTS

- On average, employees begin supervising others at age 30, but most don't receive formal leadership training until their 40s.
- According to a study by CNBC, 91% of workers who have a mentor are satisfied with their jobs. 79% of millennials see mentoring as crucial to their career success (HuffPost).
- John C. Maxwell is the most recognizable name in leadership and has sold more than 26 million books in 50 languages. He has one million Instagram followers and over one million email subscribers.



October 31, 2023

\$24.99

Jacketed Hardcover

224 pages

9781400336326

BUSINESS & ECONOMICS /

Negotiating

Rights Sold for: eDisplay,
Summary

NEGOTIATION MADE SIMPLE

A Practical Guide for Making Strategic Decisions, Finding Solutions, and Delivering the Best Deal

John Lowry

Negotiators might be born, but great negotiators are made. This book offers a useful and comprehensive approach to negotiation that can springboard a career or a company, one deal at a time.

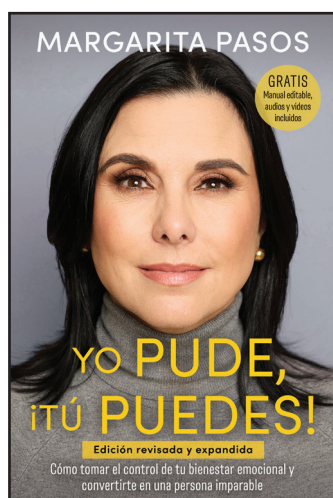
Business and organizational leaders spend well over half of their professional time engaged in this process. It is the way they do deals, lead employees, and manage relationships. Most leaders learn to negotiate on the job through a long process of trial and error. In today's competitive marketplace, there is no time for experimentation, nor room to make mistakes.

The good news is by mastering negotiation, the next level of success is actually closer than it appears. The actionable advice and practical guidance offered in this book give a roadmap for every type of negotiation. Through case studies, illustrations, exercises, and personal stories, Lowry shows how to:

- Make strategic decisions—move from doing what is comfortable to doing what is most strategic.
- Manage the process—carefully balance the urge to compete with the need to collaborate.
- Deliver the deal—fine-tune the negotiation process to achieve the desired outcome.

This book makes it easy to join the ranks of leaders who have experienced unprecedented success by making negotiation simple.

Dr. John Lowry is a recognized authority on negotiation through his experience as a lawyer, business consultant, entrepreneur, and negotiation coach. His results-focused, systematic approach to negotiation has been successfully implemented by thousands of professionals across the United States. Dr. Lowry teaches negotiation at the top-ranked Straus Institute for Dispute Resolution at Pepperdine University School of Law. Dr. Lowry also serves as president of The Lowry Group, LLC ("TLG"). At TLG, he provides negotiation training and coaching for governmental entities, major insurance companies, health care organizations, and other businesses.



October 10, 2023

\$17.99

Softcover

256 pages

9781404119420

BUSINESS & ECONOMICS /

Leadership

Rights Sold for: Russian

YO PUDE, ¡TÚ PUEDES! (I COULD; AND YOU CAN, TOO) - SPANISH ORIGINAL

Taking control of your emotional well being and become an unstoppable person

Margarita Pasos

Margarita Pasos, *Fortune* 500 thought leader, entrepreneur, speaker, and corporate trainer, reveals how she went from panic, anxiety, and severe depression to a life of happiness, peace, and fulfillment.

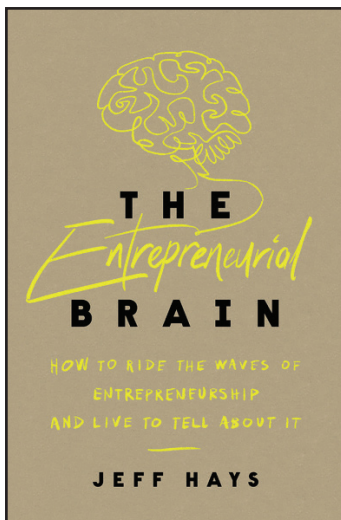
I Could; And You Can, Too! is a tool and guide for people who have been looking for a solution to their emotional disorders but have struggled to find peace and wellbeing.

This book is for you if you feel overwhelmed or anxious, want to reduce your stress or manage your anger, are interested in raising your emotional intelligence, need to improve your relationships and communication with your close ones, or yearn to be happier and enjoy better emotional well-being

The concepts exposed throughout the book are more like a guide, a map that helped Margarita to go from living a life full of anguish to finding the peace and happiness she longed for. This revised and updated version of the best seller contains 25% new content as well as audios and videos for meditation and affirmations for the reader to put into practice her process of mental reprogramming towards happiness.

Taking control of your emotions is the first and most fundamental step to a happy and fulfilled life. At the end of the book, Margarita will explain how you can move forward to become unstoppable by reprogramming your mind.

Margarita Pasos is a *Fortune* 500 corporate trainer, motivational coach, mentor and speaker focused on personal development. With more than 25 years of experience, she has helped thousands of people to achieve their maximum potential in different areas such as sales, emotional intelligence, productivity, leadership and mental reprogramming — all based on *The Psychology of Success* that she learned from her greatest mentor and current business partner, Brian Tracy. Through her online university, Ted Talks, social media, and live lectures, she teaches millions of people how to increase their emotional intelligence and self-regulate their emotions.



October 3, 2023

\$22.99

Softcover

288 pages

9781400243198

BUSINESS & ECONOMICS /
Management

THE ENTREPRENEURIAL BRAIN

How to Ride the Waves of Entrepreneurship and Live to Tell About It

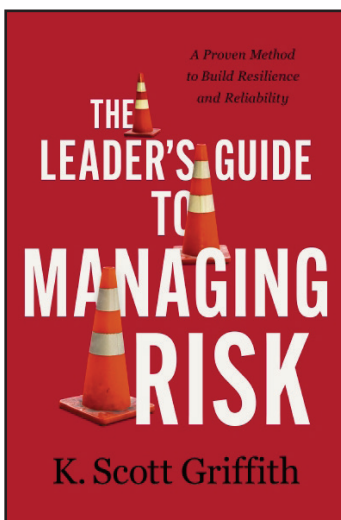
Jeff Hays

Finally, a user's guide for people with entrepreneurial brains and those that work with or have family members with them. When your biggest superpower is also your most critical weakness, it helps to have a manual on how to control it. Entrepreneurs are creative, bold thinkers and risk-takers capable of great accomplishments. At the same time, for every success story, there is a counter story of an epic collapse caused by a lack of a moral compass, values, or proper guidance.

Jeff Hays knows the highs and the lows having ridden that rollercoaster many times in his life and career and provides a much-needed user's manual for entrepreneurs everywhere and the people in their work and personal lives.

- **Gain insights into the mindset entrepreneurs need to develop in order to survive.** Your money, your relationships, your sanity, and even your life are at stake if you don't come to understand why you are the way you are.
- **Learn specific business tools to enjoy even more success than you've imagined.** Hays shares hard won experience that isn't taught in any theoretical school.
- **Increase your perspective on the common pitfalls you need to avoid.** Failure has been one of Hays' greatest teachers, showing him how to work with his brain and how to work with others.
- **Access the wisdom and insights of mentors and other leaders.** Hays shares the transformational wisdom he learned from his own mentor along with insights and perspectives from industry leaders and influencers to help you experience all of the ups, and more, while protecting yourself against some of the downs.

Jeff Hays is a serial entrepreneur and filmmaker with a long history of visionary projects. In the mid-nineties he started Capstone Entertainment, a film and television production and distribution company. Within its first year the company generated over \$10 million in revenue and received numerous awards in the children's programming category. Since then, he has started over 20 companies including DealsthatMatter.com, NextFitness, Podfitness, and Talk 2 Technologies. The companies he's founded have collectively raised over \$100 million in capital through both private investors and VCs. Recently he's also launched several wildly successful crowd-funding campaigns, in addition to personally funding several ventures. He holds eight patents in the tech industry.



November 7, 2023

\$29.99

Jacketed Hardcover

272 pages

9781400243785

BUSINESS & ECONOMICS /
Production & Operations
Management

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*German Rights Not Available

THE LEADER'S GUIDE TO MANAGING RISK

A Proven Method to Build Resilience and Reliability

K. Scott Griffith

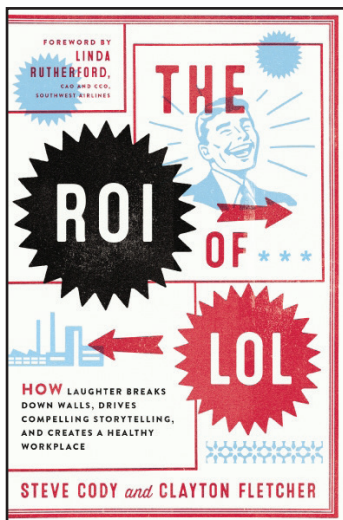
Be prepared for the dangerous and largely unknown risks that threaten your business and learn how to survive and thrive when uncertainty hits.

Leaders today must navigate their teams and organizations through unprecedented levels of uncertainty. It feels like every year there is some game-changing technology or catastrophe that gives rise to a "new normal" and sends businesses scrambling for how to rethink themselves to operate under these new conditions.

In *The Leader's Guide to Managing Risk*, K. Scott Griffith, author of the first independently-audited high reliability and just culture model offers practical and proven methods to build processes that will withstand the winds of uncertainty while driving success. By understanding that organizations are people operating within systems, leaders of all kinds will build reliability and resiliency into their culture and set up their business to withstand the next big changes that come their way.

- Learn a new way of seeing, understanding, and managing risk.
- Understand how people and systems interact in organizations and how to build processes that increase resilience and performance.
- Collaborate with all stakeholders, including employees, to help you foresee dangers and achieve sustainable reliability.
- Implement proven methods from Scott's award-winning model that is being used in some of the most prestigious healthcare, EMS, and transportation companies.
- Achieve independent validation of success through certification.

K. Scott Griffith is the founder and managing partner of SG Collaborative Solutions, LLC. He is the author of the world's first organizational high reliability and just culture model independently audited and certified by DNV, a world-leading international accreditation organization. He works extensively and with a broad reach into high-consequence industries in the US and abroad. DNV accredits roughly 1,000 US hospitals. In addition to healthcare, DNV's business assurance sectors include: maritime, oil and gas, power and renewables, cybersecurity, automotive and aerospace, and food and beverage.



October 17, 2023

\$22.99

Softcover

288 pages

9781400243709

BUSINESS & ECONOMICS /
Workplace Culture

THE ROI OF LOL

How Laughter Breaks Down Walls, Drives Compelling Storytelling, and Creates a Healthy Workplace

Steve Cody and Clayton Fletcher

Laughter is a powerful remedy to what ails today's teams and organizations.

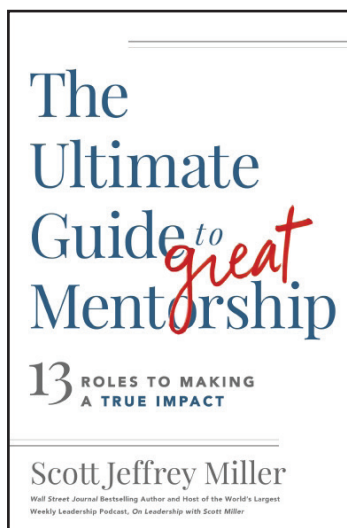
There are a host of neuroscientific explanations for why laughter makes us feel so great. Laughter triggers "feel good" chemicals in the brain which activate opiate receptors throughout your body and mind. Creating a workplace culture in which laughter is not only allowed but expected is an important step in building the trust, openness, authenticity, storytelling, and teamwork (TOAST) that are essential to any healthy collaborative environment.

What all this means for your business is that by harnessing the prodigious power of your own unique individual sense of humor (and empowering your employees to do the same), you can increase morale, collaboration, communication, and productivity. You can find new and unexpected ways to connect with your external stakeholders. And you can have fun doing it.

- Learn the role laughter plays in the five critical elements of a strong corporate culture: Trust, Openness, Authenticity, Storytelling, and Teamwork.
- Understand how the skills learned by stand-up comics like reading a room, being vulnerable or self-deprecating, listening, and overcoming objections are critical to leaders in today's business climate.
- See how improv fosters teamwork and can be a unifying force in any organization.
- Gain insights into how other kinds of comedy like sketch comedy and creative collaboration can be applied in a business setting to build critical skill sets.

Steven Cody is the founder and CEO of Peppercomm, a Ruder Finn Company and a fully integrated strategic communications firm. In that role he is responsible for everything from implementing strategy and counseling clients to leading business development and bringing new products and services to market. In short, he does everything but clean windows.

Clayton Fletcher is a NYC-based stand-up comedian, actor and writer who has been featured on Hulu, Sirius/XM, MSNBC, and ESPN. His smart, clean, provocative comedy is geared towards audiences hungry for laughs. Clayton has taught thousands of aspiring comedians (and thousands of brave businesspeople) how to unlock the prodigious power of truth in comedy. He has served as Chief Comedy Officer at Peppercomm for 13 years.



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224 pages

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BUSINESS & ECONOMICS /
Leadership
Rights Sold for: Chinese
(Simplified), eDisplay,
Summary

THE ULTIMATE GUIDE TO GREAT MENTORSHIP

13 Roles to Making a True Impact

Scott Jeffrey Miller

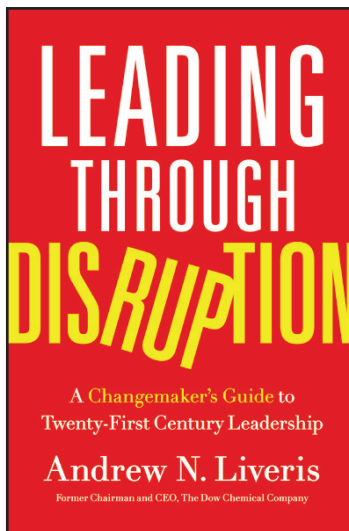
Easy, practical guidance on how to make the most out of your mentorship journey.

Being a great mentor leads to thriving, engaged employees on both sides of the mentor-mentee relationship and helps drive renewed purpose. There are growing expectations and interest in business today that leaders will make themselves available as mentors to provide future leaders growth opportunities and help them grow in their roles. There is also plenty of evidence that shows how impactful mentorship can be for the mentors when approached with the right mindset.

The Ultimate Guide to Great Mentorship walks mentors through the mentorship journey, from setting initial expectations and goals, to tracking progress, to identifying when it is time to find new opportunities. Filled with practical sample plans and forms to make the experience much more impactful for all parties, this timely guide takes the ambiguity out of how to be a great mentor.

- Learn how mentor-mentee relationships work best for both parties.
- See how other top leaders approach mentorship and what works and what doesn't.
- Keep your mentorship journey on track with practical forms and timelines to work on with your mentee.
- See how being a great mentor leads to personal and professional growth and renewal for you as well as your mentee!

Capping a 25-year career in which he served as chief marketing officer and executive vice president, **Scott Jeffrey Miller** is currently FranklinCovey's senior advisor on thought leadership, spearheading the strategy and development on this topic. Miller hosts *On Leadership with Scott Miller*, the world's largest and fastest-growing weekly leadership podcast. Miller also authors a leadership column for Inc.com, and hosted the weekly iHeart Radio show *Great Life, Great Career*. In addition to supporting FranklinCovey's global thought leadership efforts, Miller has developed the Ignite Your Genius™ coaching series to help leaders take their careers from accidental to deliberate.



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BUSINESS & ECONOMICS /

Entrepreneurship

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English in India, Summary

LEADING THROUGH DISRUPTION

A Changemaker's Guide to Twenty-First Century Leadership

Andrew Liveris

The traditional corporate leadership playbook your grandparents wrote no longer works. This book from one of the world's top executives is a new leadership paradigm for resilience and agility in a rapidly changing world.

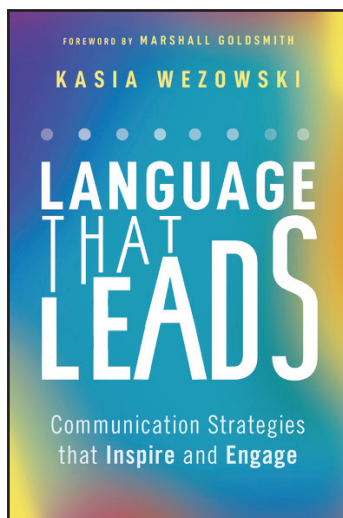
In the last twenty years, the world has faced dramatic changes: climate change, economic downturns, a worldwide pandemic, geopolitical upheaval, terrorism, and the collapse of various industries. It will now require an overhaul in order to handle these global tectonic shifts.

This book is a must-read guide for aspiring leaders in various sectors, who are keen on not only ensuring current success, but protecting the planet's future for everyone. Andrew Liveris, former Chairman and CEO of The Dow Chemical Company, presents a variety of powerful tools that will enable you to tackle any problem quickly and responsively, with an eye to creating a more equitable, sustainable future.

In these pages, you will learn how to create and use metrics that quantify the positive impact on all members of society; collaborate with scientists, politicians, regulators, corporate boards, and other stakeholders to create effective policies that work; broaden your company's focus to include both long-term sustainability and short-term profitability without sacrificing the former to gain the latter; strengthen local communities via corporate investment and advocacy for the improvement of amenities and services for all; hire team members who fully and proactively support strategies to improve the world and its future; become a sought-after advisor on how to respond quickly and decisively to uncertainties.

Andrew Liveris has four decades of global leadership experience in business, government, academia, and civic society. His book is a powerful tool for any aspiring leader.

Andrew Liveris AO is the former Chairman and Chief Executive Officer of The Dow Chemical Company and former Executive Chairman of DowDuPont. A recognized global business leader with more than 42 years at Dow and experience in manufacturing, engineering, sales, marketing, and business and general management. He is the author of *Make It in America: The Case for Reinventing the Economy* (Wiley, 2011) and was tapped by the Trump Administration to help identify new ways to spur innovation, revitalize the US manufacturing sector and drive economic growth and prosperity as chair of the manufacturing council and a member of the apprenticeship of the future task force.



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BUSINESS & ECONOMICS /

Business Communication

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LANGUAGE THAT LEADS

Communication Strategies that Inspire and Engage

Kasia Wezowski

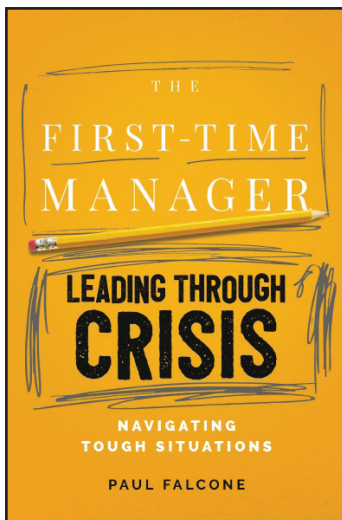
Inspire and motivate your team using powerful verbal and nonverbal communication strategies. Today's leaders need to use effective, empathetic communication to bring out the best in their team members and let each individual shine.

Kasia Wezowski, a leading researcher on body language and communication skills, combines her cutting-edge research with Marshall Goldsmith's leadership development methodology in this practical and timely resource for leaders. Goldsmith believes that a leader's job is to bring out the best in each team member and *Language That Leads* breaks down the ten core qualities of leadership, providing easy-to-follow implementation steps to express, observe, and project these qualities effectively through verbal and nonverbal communication.

In these pages, readers will learn:

- How to integrate adaptability, empathy, engagement, and transparency in interpersonal communication.
- How to cultivate courage, discipline, and integrity in order to build self-trust and garner trust from others.
- How to develop humility, positivity, and purpose in order to be a quietly powerful role model to team members.
- How to transform oneself internally to embody these ten qualities and empower others to do the same.

Kasia Wezowski and **Patryk Wezowski** are founders of the Center for Body Language, the world's #1 body language training company for business people, with licensed representatives in over twenty countries. They have been featured on ABC, BBC, CBS, Fox News; they publish articles in Harvard Business Review and Forbes; spoke at TEDx and Harvard University, and their educational videos on micro expressions and body language on Youtube have more than 3 million views.



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 Management
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THE FIRST-TIME MANAGER: LEADING THROUGH CRISIS

Navigating Tough Situations

Paul Falcone

Every manager must be prepared to face tough situations that management training never warned them about. This is the go-to resource for handling everything from a disruption in workflow to managing a hostile workplace, and even handling an international pandemic. As a manager, you are prepared to face any challenge when it comes to the work at hand, but you may not be ready to overcome a hostile work environment, a catastrophic disruption in workflow, or any other of a multitude of challenges that can arise, seemingly from nowhere.

Paul Falcone, author of *101 Tough Conversations to Have with Employees* and HR and leadership expert will help you master unforeseen challenges in the workplace, including:

- Individual Crises: Whether issuing disciplinary actions, losing a key member of the team, delivering bad news to your boss, or even being set up for retaliation, there are steps you can take to overcome these challenges.
- Departmental or Team Crises: Inheriting a new team can be tough and, even worse, handling internal disputes can cause a serious disruption in workflow and impact a team's energy.
- Company Crises: When the company faces challenges, they often pass that stress to managers. As a manager, you must maintain a positive environment and it's not as difficult as you think.
- Social and Global Crises: You must master the skills of listening, stress management, and knowing how to navigate your own emotions during any global crisis.

This timely follow-up to the go-to manual for management training, *The First-Time Manager*, will teach you how to face tough situations you never expected to face.

Paul Falcone is CHRO of the Motion Picture & Television Fund in Woodland Hills, CA, and he's held senior-level HR positions with Nickelodeon, Paramount Pictures, and City of Hope. He has extensive experience in entertainment, healthcare/biotech, and financial services, including in international, nonprofit, and union environments. Paul is the author of a number of bestselling HarperCollins, AMACOM, and SHRM books.



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 Management
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THE FIRST-TIME MANAGER: SALES

Mike Weinberg

The First-Time Manager Series has sold over 500,000 copies and is a go-to guide for new and aspiring sales managers on what to expect and how to succeed.

The jump from sales superstar to sales manager has made or broken many a sales career.

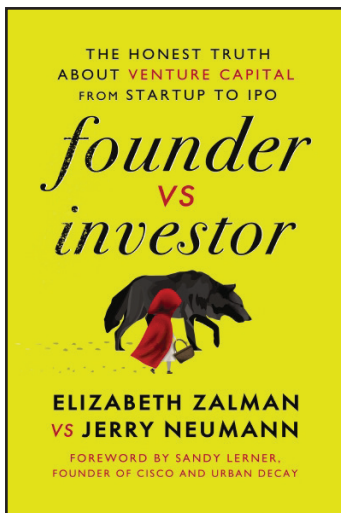
As a top-performing sales professional, you know how to own your calendar, focus your energy, create opportunities, navigate the sales process, negotiate, and close deals. Yet, if you are like most new sales managers, there is still so much you don't know and that can trip you up if you aren't careful.

Luckily, Mike Weinberg knows the pitfalls to avoid and mindset changes needed to successfully make the leap. This powerful new resource contains candid guidance on how to master your expanded responsibilities like a pro:

- Know Your Role: You have been entrusted with the most critical job in your business.
- Cultivating the Manager Mindset: Your new role is very different from your old role, and it requires an all-new mindset.
- Pivoting from Winning on Your Own to Winning through Your People: Master the major transition from individual contributor to manager.
- Lead Your Team: Bad things happen when you attempt to do your people's jobs. It's a habit many new sales managers fall into but it's a lose-lose proposition. Learn how to lead, coach, and hold your salespeople accountable, instead of the unsustainable and unscalable approach of trying to do their jobs for them!
- Be a Leader: Learn proven strategies to influence and engage. (Hint: this cannot be accomplished via email on your computer.)

Don't let your promotion become a trial by fire. Turn to this book to hit the ground running.

Mike Weinberg loves sales! He is a consultant, coach, speaker, and bestselling author. His specialties are new business development and sales management, and he's on a mission to simplify sales and create high-performance salespeople and sales teams. Mike is known for his practical approach and for calling it like he sees it. He works with companies in all industries, ranging in size from a few million to many billions of dollars, and has spoken and consulted on five continents.



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\$22.99

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288 pages

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BUSINESS & ECONOMICS /

Entrepreneurship

Rights Sold for: Summary

FOUNDER VS INVESTOR

The Honest Truth About Venture Capital from Startup to IPO

Elizabeth Joy Zalman and Jerry Neumann

A no-holds-barred look into the minds, motivations, and machinations of how investors and founders team up to build a successful startup, debated in a brazenly honest way by two of the best in the business. People imagine that the best way for founders to build billion-dollar startups is to team up with venture capitalists. The founder brings the vision and drive, the investor brings the money and years of experience, and both benefit from each other's expertise.

This is a mirage, and one that both founders and investors unconsciously create to avoid some hard truths. It starts from a good place—the desire for success is the same—and yet the journey is long, and motivations are wildly different. So different, in fact, that even their respective definitions of success wildly diverge. The result is that they often find themselves at odds while simultaneously believing the other just doesn't get it. Misunderstanding, mistrust, boardroom drama, fired founders, and failed companies are the result. For the partnership to work as smoothly as possible (which may not be so smoothly), they need to understand what is going on in the other's head. Why does the founder respond so badly when the investor pushes to grow faster? Why doesn't the investor want to sell the company for a seemingly great return? What are the motivations behind their behavior?

Founder Elizabeth Zalman and investor Jerry Neumann lay bare these insider motivations, based on decades of experience, inhabiting their roles in this one-of-a-kind book. Zalman and Neumann square off, providing a brazenly honest debate on how startups are built, broken, and fought over throughout a company's lifecycle.

Elizabeth Zalman is an infrastructure and information security expert. She is a two-time founder and CEO of venture-backed companies, building the first to a successful exit and the second to a multi-hundred-million-dollar business. Elizabeth has raised more than \$100 million in venture capital from the most renowned investors in the world.

Jerry Neumann is a twenty-five-year veteran of venture capital. He has invested in some of the most successful venture-funded companies of the past three decades, including Datadog and Trade Desk, and has worked alongside dozens of entrepreneurs as investor, board member, and advisor.



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