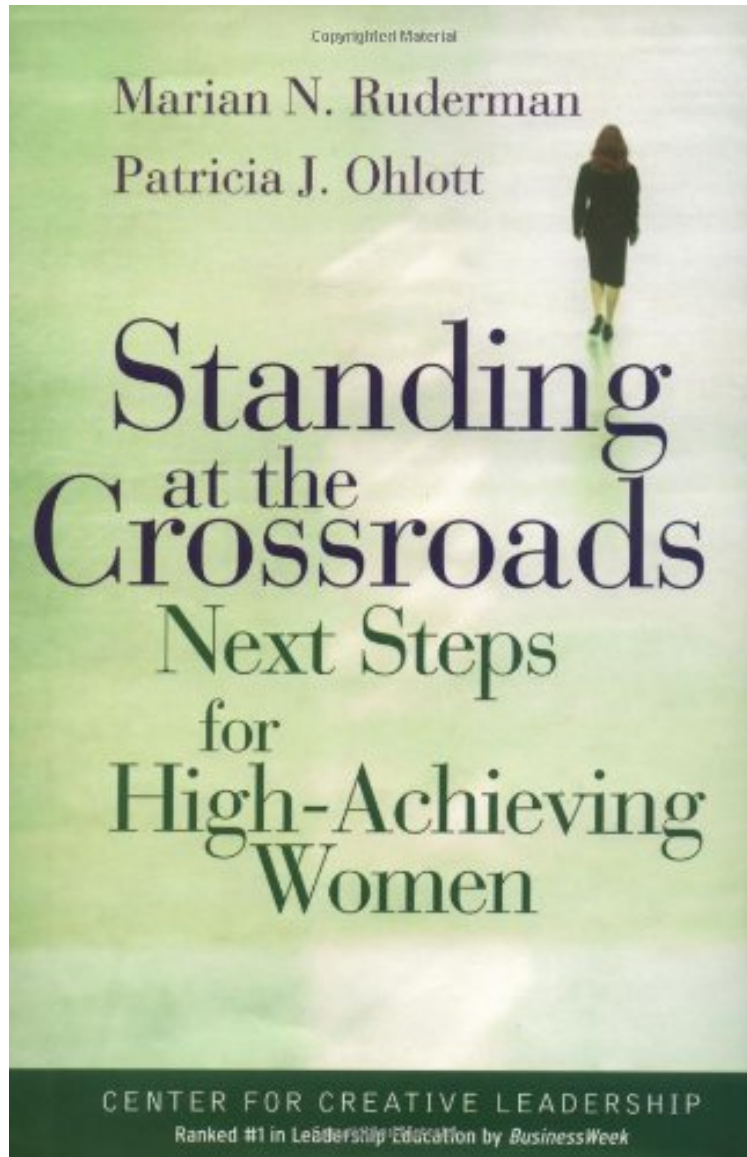


(Download) Standing at the Crossroads: Next Steps for High Achieving Women (J-B CCL (Center for Creative Leadership))

Standing at the Crossroads: Next Steps for High Achieving Women (J-B CCL (Center for Creative Leadership))

Marian N. Ruderman, Patricia J. Ohlott
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Marian N. Ruderman, Patricia J. Ohlott : Standing at the Crossroads: Next Steps for High Achieving Women (J-B CCL (Center for Creative Leadership)) before purchasing it in order to gage whether or not it would be worth my time, and all praised Standing at the Crossroads: Next Steps for High Achieving Women (J-B CCL (Center for Creative Leadership)):

1 of 1 people found the following review helpful. Every woman should readBy another employeeExcellent book. One of my favorite's for working women. For the young, it can give an insight into what's to come. For the more experienced, it provides an explanation as to why your choices may have changed over time. Made me feel like there were so many other women in similar situations as I was throughout my career. Doesn't have the useless self help angle that only applies to a small group.1 of 1 people found the following review helpful. Well Presented, Well Founded ResearchBy Kathryn Danielle WhitenerThis is an excellent book. It presents a measured, purposeful approach to examining all aspects of one's professional life and evaluating whether the achievements are worth the price paid. I haven't reached the moment that says, "you can have it all!" but I'm guessing it's in here somewhere. Even the case study women who seem to have it figured out are involved in constant, recurrent re-evaluation. It may be exhausting to evaluate and change and re-evaluate and change again, but I believe, because the authors make me, that the work is worth it.0 of 0 people found the following review helpful. Four StarsBy CustomerHas good stories and action items /steps to keep moving forward.

Thoroughly researched and clearly written, *Standing at the Crossroads* speaks to the whole professional woman and her organization, providing a framework for guiding a woman's growth and development as a high- achieving leader. The authors debunk the common myth that women must give up life's other roles to be successful professionally, and offer research conducted by the Center for Creative Leadership in conjunction with participants in The Women's Leadership Program to show that multiple roles in fact benefit and enhance women's managerial performance. The book provides individuals and their organizations with invaluable advice they can use to support women's development as managers and leaders.

From Publishers WeeklyFor businesswomen who are unsure of which step to take on the road to success, Marian N. Ruderman and Patricia J. Ohlott offer *Standing at the Crossroads: Next Steps for High-Achieving Women*. Based on a study conducted by the Center for Creative Leadership, researchers Ruderman and Ohlott explain women's need to act authentically, make connections, control their destiny, achieve wholeness and gain self-clarity. Based on these needs, the authors' suggestions transcend the business world to help women with their personal and inner lives, too. For Ruderman and Ohlott, "[b]uilding a whole and full life is a critical task." Copyright 2002 Cahners Business Information, Inc. "Finally, a book about women that goes beyond tired jargon and outdated platitudes. *Standing at the Crossroads* details how the issue of 'making it' shifts in subtle ways as women move up the ranks, creating new challenges and the need for new strategies. This book is a must-read for high-achieving women-and the people who lead them-who want to understand how things have changed in the forty years since the publication of Betty Friedan's *The Feminine Mystique*." --Joyce K. Fletcher, professor of management, Simmons Graduate School of Management in Boston, and author of *Disappearing Acts: Gender, Power, and Relational Practice at Work* "This is an important book that provides a pathway for understanding and action. As high-achieving women continue to change organizational landscapes, this work provides well-researched, illustrative, and balanced perspectives on what women are thinking and feeling today. Organizations and individuals will benefit from this book's insights and recommendations for organizational remedies." --Yolan Williams, corporate succession planner, Verizon Communications, Inc. "A much-needed resource for high-achieving women and those who support their development, this book provides a rich framework for understanding the intertwined career and life challenges that women leaders face and insightful strategies for developing and growing from these challenges." --Lorrina J. Eastman, vice president, leadership development, Bank of America From the Inside FlapAs women move into leadership and managerial positions in record numbers, there is an increasing need to understand how they will prioritize and integrate the many new roles and possibilities available to them. *Standing at the Crossroads* looks at the fundamental pressures that influence the career and personal decisions high-achieving women make and identifies strategies for adapting to the many demands that both challenge and enhance their lives. Based on extensive research conducted by the Center for Creative Leadership (CCLacirc;) in conjunction with participants in The Women's Leadership Program, the book provides a basis for understanding the many choices, tradeoffs, and decisions that face women daily. Showcasing many personal stories, it spotlights the five key themes that are essential to guiding executive women's development today-the need to act authentically, make connections, control one's destiny, achieve wholeness, and gain self-clarity. While each theme can stand alone, the authors show how the five blend together to create a pattern that is unique and dynamic for each individual woman. Each chapter in the first part of the book explains why a particular theme matters, what it looks like, how to develop it, the obstacles to achieving it, and a short "thumbnail" that summarizes, in easy-to-use form, the major areas for the reader to develop. The second part of the book illuminates how both the individual reader and the organization can apply an understanding of the themes to enhance their mutual effectiveness. Finally, the book offers a reference list of valuable source texts and other literature related to these topics.