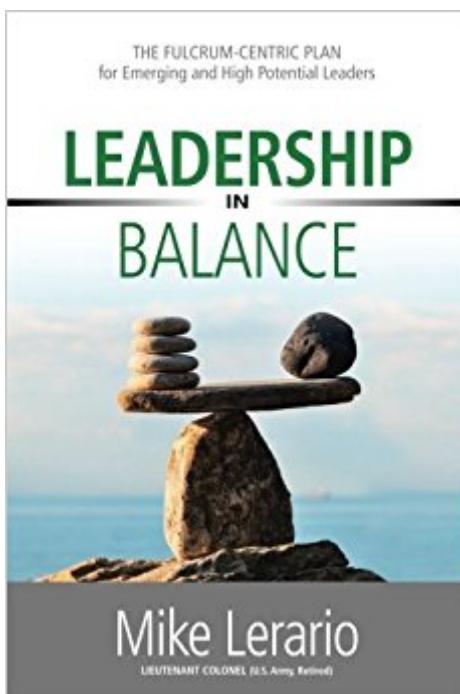


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# Leadership In Balance: THE FULCRUM-CENTRIC PLAN For Emerging And High Potential Leaders



## Synopsis

“Mike takes a fresh perspective on the topic of leadership. A must read for aspiring and seasoned leaders alike, and a welcomed addition to anyone’s leadership library.” ~ Mike Garner, a former Infantry officer and leadership instructor at West Point. This book is written for the new manager or anyone who aspires to become a leader. Whether you have just finished school or have been working for some time, you are in (or about to assume) your first real leadership position. Leadership in Balance will help you to see and understand your natural tendency in each of four essential leadership domains. Once you’ve identified your true and natural tendencies, you become self-aware of your default position as a leader. Armed with that knowledge, and as you become situationally aware of your team and the environment, you will learn to see when the situation demands a shift in order to find balance between you and the environment where you lead. Understanding the concepts of Leadership in Balance will allow leaders at all levels to become immediately more effective and infinitely more productive.

## Book Information

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## Customer Reviews

“Mike takes a fresh perspective on the topic of leadership. A must read for aspiring and seasoned leaders alike, and a welcomed addition to anyone’s leadership library.”--Mike Garner, former Infantry officer and leadership instructor at West Point”This must-read book provides a grounded, commonsense approach to helping students and practitioners of leadership understand themselves, the environments in which they lead, and how to adjust their natural leadership tendencies to get

their teams to do what must be done. Mike illustrates each aspect of his approach with personal examples, and provides useful insights into how leaders may become better at the craft of leadership."--Colonel Hank Kinnison, U.S. Army (Retired)"Few of us are born with the innate talent to lead. Mike Lerario shows us how. He argues if we understand our tendencies, and the situation, we can adjust or move the fulcrum to provide leadership in balance. This is a must read for leaders and managers each of whom must be able both." -- Colonel Gregory Fontenote, U.S. Army, Retired"...An excellent approach to leadership. The real-world, first hand examples of leadership challenges lend tremendous credibility to the Fulcrum Centric approach ... superb ... an easy read. I strongly recommend it to junior and senior leaders in all walks of life - industry, military and academia."--Joseph W. Kinzer, Lieutenant General U.S. Army, Retired

"Mike takes a fresh perspective on the topic of leadership. A must read for aspiring and seasoned leaders alike, and a welcomed addition to anyone's leadership library." ~ Mike Garner, a former Infantry officer and leadership instructor at West Point. This book is written for the new manager or anyone who aspires to become a leader. Whether you have just finished school or have been working for some time, you are in (or about to assume) your first real leadership position. Leadership in Balance will help you to see and understand your natural tendency in each of four essential leadership domains. Once you've identified your true and natural tendencies, you become self-aware of your default position as a leader. Armed with that knowledge, and as you become situationally aware of your team and the environment, you will learn to see when the situation demands a shift in order to find balance between you and the environment where you lead. Understanding the concepts of Leadership in Balance will allow leaders at all levels to become immediately more effective and infinitely more productive. Mike Lerario was commissioned as an infantry officer in the United States Army in 1983 following graduation from the United States Military Academy at West Point, NY. He served twenty-three years on active duty. Upon his retirement from the Army in 2006, Mike went to work as a consultant advising Fortune 500 Companies, professional sports teams and government agencies in leadership and organizational effectiveness. In 2014 he founded Crispian Consulting, Inc. and serves as president and principal consultant. He and his wife, Martha, have been married for thirty-two years and have two sons, a daughter-in-law, and two grandchildren.Â

I found "Leadership in Balance" to be a quick, refreshing read, especially in an era of dogged idealism masquerading as leadership. Many books on leadership recommend actions

guided by principles where staunch adherence regardless of circumstance signals a true leader. But, while some principles are timeless, many situations are nuanced. Conditions can be fluid. We learn more information. We gain or lose some critical capacity. Under these circumstances, sticking to the same approach without regard to the changing or new environment rightly breeds cynicism and distrust. In *Leadership in the Balance*, Mike Lerario uses the analogy of a seesaw to show how each of us is naturally *heavy* toward one side of four key leadership domains. Our task as leaders is to adjust the fulcrum of the seesaw to better balance each domain depending on situational needs. To adjust the fulcrum requires self-awareness and to this end, the author has developed a survey to help readers understand their natural tendencies. Understanding the situation at hand is also critical in order to adapt appropriately. Mr. Lerario provides several background stories that show us how he or someone he knows responded to interesting situations. Because the author is a retired military member of the special operations community his experiences come from decades of service, but it is not hard to see similarities to other industries. Using these transferable stories, the author shows how a leader may have greater influence with a more rigid, controlling approach while in another setting, a flexible, selfless style would be more impactful.

I highly recommend this book for anyone interested in creating the most amazing teams. All organizations, small - large can adapt Mike's easy takeaways. I am one of the misfit kids mentioned that Mike was forced to take on and train. That "Leadership in Balance" approach gave me the foundation early on in my career, treat people with respect and dignity, if not me who? About 108 hours into the invasion of Iraq in 2003, the team and I were overwhelmed with hourly changes. Instead of briefing the nightly brief we picked the Lieutenant for the task. He eventually became the best briefer. This is one of several hundred stories, I tell to audiences about creating winning teams and all which I learned from Mike. Lastly, the best story I tell, that my audiences love is, after jumping in and pushing my body and my platoon for over 24 hours setting up a defensive position as a member of Mike's Company, Mike and the unit 1SG called on the radio and asked what type of concealment we were using because they couldn't find us! Well, unfortunately I was so tired I had set the platoon defensive position up a 1000 meters off to the right of the intended position. Instead of berating me, Mike smiled/laughed and turned it into a mentoring moment. So Mike Lerario is forever referred to by his Delta Company Team as DAD!

Mike Lerario does a great job covering the difficult subject of leadership. He cleverly links the

theoretical to the practical. The book flows nicely as he weaves real life experiences and examples in with his message of maintaining balance as both a leader and a follower. The discussion of the need for selfishness, offset by proper selflessness, in leadership decision making is particularly thought provoking. Well done!

In a crowded field of Leadership books and developmental models, it is my belief that this one offers unique value. For the new leader, just beginning their journey, Mike Lerario has created a uniquely simple, flexible and efficient model for understanding and internalizing basic components of leadership. For the more senior and experienced leader, he has created a new context from which to view, think and make leadership decisions. A very quick and worthwhile read. Also recommend the simple and informative assessment as well!

I've served with Mike in both Garrison and Combat. He's the consummate leader. His positive leadership style has enabled him to build teamwork and enthusiasm among those around him. Throughout his book he does a great job of explaining his philosophy of leadership, while adding personal examples of experiences that have molded him into the leader and role model that he is today. I highly recommend this book for not only the seasoned professional, but aspiring leaders as well. Mike has always led by example.

Excellent book. Mike concisely pulls together his 23+ years of military and civilian service and boils it down to 4 points. Great examples throughout, an easy read, and I am using this to train my junior leaders on how they need to "be the fulcrum" in our daily situations. Highly recommend the book. I have also had the pleasure to listen to Mike as a guest speaker, and his presentation is engaging, excellently put together and highly motivating. 5 Stars!

I had the privilege of working for Mike in Hawaii. He is a proven leader and this book is spot on. I have made some highlights and writing in the margins. It has already been through two others and back in my office. Once it gets picked up, suddenly it gets borrowed for a few days. Highly recommended reading.

I strongly commend this book. Practical, pragmatic, yet principled at once, Leadership in Balance provides a considerable contribution to the leadership genre involving knowing one's self. Mike combines personal examples with scientific grounding in a seemingly simple yet entirely digestible

framework that leaders in many settings can apply to improve their ability to lead.

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