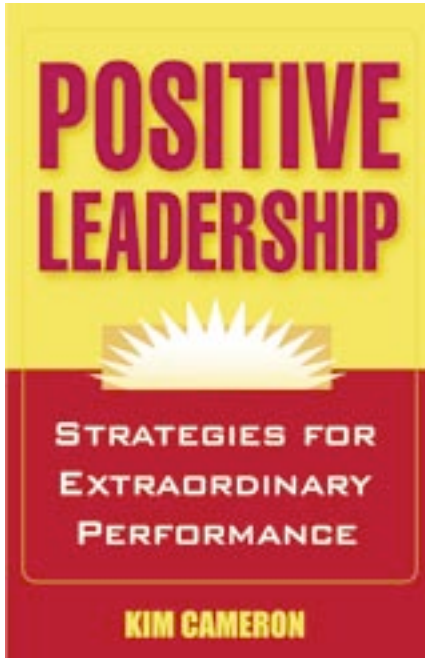


Kim Cameron

# Positive Leadership

## Strategies for Extraordinary Performance



- By the author of *Developing Management Skills* (over 250,000 copies sold)
- Draws on cutting-edge research—not anecdotal personal stories—to show how to achieve success that far exceeds expectations
- Includes case examples, hands-on tools, and guidelines for action

Leadership should be about much more than hitting targets and avoiding mistakes. *Positive Leadership* shows how to reach beyond ordinary success to achieve extraordinary effectiveness, spectacular results, and what Kim Cameron calls “positively deviant” performance—performance far above the norm. Positive Leadership enables thriving and flourishing rather than simply addressing obstacles and impediments. It does not ignore negative events but builds on them to develop positive outcomes. It helps bring out the best in human nature.

Cameron is one of the founders of the new field of Positive Organizational Scholarship, which studies unusually high-performing organizations. In *Positive Leadership* he draws on discoveries in this field and in the allied field of positive psychology—which focuses on high-functioning individuals—as well as positive organizational change methodologies.

Cameron uses examples of positively deviant organizational performance to identify four interrelated leadership strategies :

- Positive Climate: fostering emotions like optimism, compassion, and gratitude
- Positive Relationships: building positive energy networks and developing strengths-based activities
- Positive Communications: fostering best-self feedback and supportive communication patterns
- Positive Meaning: helping people find profound purpose and a sense of calling

Throughout the book Cameron cites the empirical research that these strategies are rooted in and that supports their bottom-line effectiveness, lays out a proven process for implementing them, and includes a self-assessment instrument and a guide to assist leaders in the implementation process. *Positive Leadership* is a concise, thoroughly researched, and practical guide that any leader can use to generate truly amazing results.

“*Positive Leadership* is a must read for those who are ready to take their organization to the phenomenal level. Based on my personal experience, this book will give you insight into the power of positively deviant performance.”

—John Kim, CEO, New York Life Investment Management

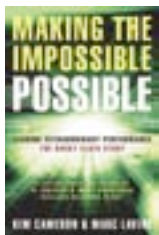
**Kim Cameron** is professor of management and organizations at the University of Michigan’s Stephen M. Ross School of Business and cofounder of the Center for Positive Organizational Scholarship. He is coauthor or coeditor of ten books, including *Positive Organizational Scholarship*, and *Making the Impossible Possible*.

Publication date: August 2008  
\$14.00, paperback, 144 pages  
5 1/2” x 8 1/2”  
ISBN 978-1-57675-602-7  
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