

# Télécharger Livres Gratuit Why Do So Many Incompetent Men Become Leaders? (PDF | ePub | Mobi) Tomas Chamorro-Premuzic download-free



**Look around your office. Turn on the TV. Incompetent leadership is everywhere, and there's no denying that most of these leaders are men.**

In this timely and provocative book, Tomas Chamorro-Premuzic asks two powerful questions: Why is it so easy for incompetent men to become leaders? And why is it so hard for competent people--especially competent women--to advance?

Marshaling decades of rigorous research, Chamorro-Premuzic points out that although men make up a majority of leaders, they underperform when compared with female leaders. In fact, most organizations equate leadership potential with a handful of destructive personality traits, like overconfidence and narcissism. In other words, these traits may help someone get selected for a leadership role, but they backfire once the person has the job.

When competent women--and men who don't fit the stereotype--are unfairly overlooked, we all suffer the consequences. The result is a deeply flawed system that rewards arrogance rather than humility, and loudness rather than wisdom.

There is a better way. With clarity and verve, Chamorro-Premuzic shows us what it really takes to lead and how new systems and processes can help us put the right people in charge.

<b>Title</b>	: Why Do So Many Incompetent Men Become Leaders?
<b>Author</b>	: Tomas Chamorro-Premuzic
<b>Catégorie</b>	: Biographies et mémoires
<b>Sortie</b>	: 19 févr. 2019
<b>Éditeur</b>	: Harvard Business Review Press
<b>Pages</b>	: 240
<b>Langue</b>	: Anglais
<b>File Size</b>	: 685.62kB

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