

Reviewing “Mind of a manager, soul of a leader” by Craig r. hickman

Book Review



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Leadership can be taken into various perspectives depending on the individual and situation. From my perspective, leadership consist of an individual exercising a set of behaviors that are often used to help other individuals align their own collective direction, continually renew an interested organization of her/his choice and execute their own strategic plans. Exercising leadership helps the development of other individual’s ideas; and the leadership book I chose, *Mind of a Manager, Soul of a Leader by Craig R. Hickman,* does just that. Craig R. Hickman touches on six different sections throughout the book; Management/Leadership Environments, Competitive Strategy/Advantage, Organizational Culture/Capability, External/Internal Change, Individual Effectiveness/Style, and Bottom Line Performance/Results. I discovered this book by searching online for a way to enhance my personal growth when it comes to participating in athletics. Upon purchasing this book through Amazon, I noticed the reviews were average (3.5). I was curiously willing to still pursue this book because the average review ratings raised two questions; are the people reading the book pursuing it for the same reason I am and looking to get something out of it? or are the people reading this book just to say they read it? With that curiosity, I decided to purchase the book in the hard copy and start reading.

 After receiving the book, I noticed a few of the physical details before reading which intrigued me even more to read and learn from the book. First, the quickest way to lure me into reading a book is the number of pages, which this book has less than three hundred pages. It includes an acknowledgements section and a preface. On the back of *Mind of a Manager, Soul of a Leader by Craig R. Hickman*, there are reviews specifically highlighted from businesspeople, other organizations, and journalists stating how groundbreaking and stimulating author Craig R. Hickman has impacted them and their businesses after reading this book. The reviews express “Challenges the idea that managers should become more like leaders”, and “Speaks directly about personal benefits.” This book was well orchestrated in my opinion because of how easy it was to read and comprehend. I was able to maneuver through the book and retain knowledge without feeling as if I was lost or having to re-read the same section over and over without understanding. There are 49 chapters in the book, each chapter is roughly three pages long. It is broken down into each of the sections and given strengths and weaknesses throughout each sections pertaining to leadership and management.

 This type of learning concept that Craig. R. Hickman used for *Mind of a Manager, Soul of a Leader* is clever. I noticed that it went well with my type of learning style and made me feel as if I should continue throughout the book considering the chapters were not like the average book, 50 or so pages long before getting to the next chapter. I was able to grasp and consume the knowledge and key concepts, strengths, weaknesses, and practical implications of the book Craig. R. Hickman was mentioning. Ultimately, I would advise readers who are experiencing similar learning styles as I am to read this book because they will be able to fully consume the material the author is portraying. In addition, Craig. R. Hickman enforces readers to pursue and understand his point of view on business and leadership. He gave examples of other CEOs and their circumstances while also giving an understanding of how they can fix their situations. I found the different circumstances very relatable when it comes to my circumstances being a student athlete trying to enhance my leadership in the game of basketball. Ultimately basketball is like a business. I have to make decisions that will help benefit myself while also helping the organization and team. It is important to set a great example.

 *Mind of a Manager, Soul of a Leader by Craig R. Hickman* is a thought-provoking book that delves into the key elements of effective leadership. In this comprehensive review, I will explore the key concepts, strengths, weaknesses, and practical implications of the book. By integrating mindfulness and emotional intelligence, Hickman provides actionable strategies for personal and professional growth, which was the goal for myself, making this book a valuable resource in my opinion for managers and upcoming leaders who are seeking to enhance their leadership skills and make a positive impact in their organization.

 Key concepts Craig. R. Hickman mentioned in his book are 1. Mindset, 2. Emotional Intelligence, 3. Authenticity, 4. Communication, 5. Building Relationships, 6. Decision-Making, 7. Continuous Learning, and 8. Leading change. The topic of mindset in the book emphasizes on the importance of adopting a leadership mindset. This involves developing a vision, setting goals, and taking responsibility for one’s actions and decisions. Emotional Intelligence highlights the significance of emotional intelligence in leadership. Understanding and managing one’s emotions, as well as effectively relating to others, are crucial aspects of being an effective leader. Authenticity emphasizes the importance of being true to oneself as a leader. Authenticity fosters trust and credibility, allowing a leader to connect with their team and inspire them to achieve their best. Communication is where he discusses various communication strategies and emphasizes the importance of active listening, and clarity in conveying messages. Building relationships stresses the significance of building strong relationships with team members, colleagues, and stakeholders. Building trust, fostering collaboration, and understanding individual strengths and weaknesses are crucial for effective leadership. Decision-Making explores the art of decision-making and provides insights into making informed and effective decisions as a leader. The book discusses different decision-making models and emphasizes the need to consider various perspectives and gather relevant information. Continuous Learning promotes the idea of lifelong learning as a leader. Hickman encourages leaders to seek personal and professional growth, stay curious, and adapt to changing circumstances in order to remain effective. Lastly, leading change acknowledges the challenges associated with leading change and provides strategies for effectively managing change initiatives. It emphasizes the importance of communication, employee engagement, and creating a supportive environment during times of change.

Overall, *Mind of a Manager, Soul of a Leader* provided me valuable insights into the key concepts that underpin effective leadership, offering practical advice and strategies for aspiring and current leaders. He emphasizes the importance of integrating the mind and soul in leadership. He argues that while managers focus on the technical aspects of their role, true leaders tap into their inner selves, connecting with their emotions and the emotions of their team members. This integration of mindfulness and emotional intelligence allows upcoming leaders such as me to inspire and motivate their teams, fostering a culture of trust, collaboration, and innovation.

 This book has its greatest strengths which I have taken a lot from such as Craig. R. Hickman’s ability to blend theoretical concepts with practical examples. Hickman provides real-life scenarios and case studies, making the book relatable and applicable to various leadership contexts. Furthermore, the writing style is engaging and accessible, ensuring that readers from different backgrounds can easily grasp the concepts presented. Another notable strength is Hickman’s emphasis on self-reflection and self-awareness. I think this plays a major part when trying to become a leader. There is a high expectation from myself so that other will see the type of expectation I have and follow alongside. By encouraging leaders to explore their own thoughts, values, and emotions, the author highlights the importance of personal growth as a foundation for effective leadership. This self-awareness enables leaders to build stronger relationships, communicate more effectively, and navigate complex organizational dynamics with integrity and authenticity.

 Along with the strengths, this book also has its weaknesses. While Craig R. Hickman’s book offers valuable insights and practical tools, it does have a few weaknesses. Firstly, the book tends to repeat certain concepts and ideas, which can be repetitive for readers seeking fresh insights. Additionally, the author’s perspective is predominantly focused on the individual leader, and there is a lack of diverse perspectives or discussions on the impact of leadership on the broader organizational culture. This book enforces readers to work on themselves which in my opinion makes it a good thing while in others eyes it may seem like a weakness. I am reading solely for self-purpose and enhancement. I must be able to take control and steer my future in the right direction by trying to become a full circle in every aspect not just skill. Before reading this book, I had the idea that Craig R. Hickman would just list different strategies of the mindset of a true leader and ways to manage a team. In each of the different sections of this book, it gives the reader a start and then strengths and weaknesses. Each section also has a way to build and grow.

 This book also has practical implications. It provides practical implications for managers and leaders like me seeking to enhance their leadership skills. Hickman offers actionable strategies for developing mindfulness and emotional intelligence, such as practicing active listening, fostering empathy, and promoting self-care. These strategies can be implemented in various professional settings, enabling leaders to create a positive and productive work environment, improve team dynamics and achieve organizational goals. Moreover, the book highlights the importance of continuous learning and development. Hickman encourages leaders to engage in ongoing self-reflection, seek feedback from others, and commit personal growth. By doing so, leaders can adapt to changing circumstances, embrace new leadership styles, and remain effective in an ever-evolving business landscape.

 *Mind of a Manager, Soul of a Leader by Craig R. Hickman* teaches the difference of the performances of being a leader and a manager; how to build relationships while also being considerate of others. It is a valuable resource for managers and leaders like me looking for enhancement in their leadership skills. By integrating mindfulness and emotional intelligence, Hickman presents a compelling argument for the importance of self-awareness, personal growth, and authentic leadership. While the book may have some repetitiveness and lack of diverse perspectives, it offers practical insights and actionable strategies for leaders to make a positive impact in their organizations. Overall, this book is a thought-provoking resource that invites readers to explore their own leadership potential and strive for excellence in their professional journey.

Works Cited

Hickman, C. R. (1990). *Mind of a Manager, Soul of a Leader*. Wiley.