



# The New Superleadership: Leading Others to Lead Themselves

*Charles C Manz, Henry P Sims*

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"SuperLeadership" was coined by authors Charles Manz and Henry Sims to describe a management style that focuses on "leading others to lead themselves". In their earlier book of that title, they established a philosophy that moves away from the typical hierarchical models (the traditional autocratic, heroic, or directive approach to leadership) to show how to utilize the richest resource a company can have: employees who are empowered and transformed from followers into "follower self-leaders", or superleaders.

In *The New SuperLeadership*, the authors bring this philosophy into the real world with contemporary examples and profiles from the high-tech and knowledge-based business sectors. Special emphasis is given to how organizations and managers can undertake the transition to this new management style.

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