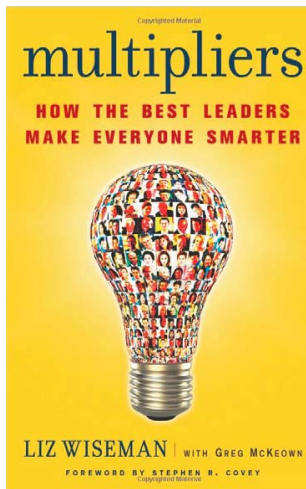




Biz Books AND Breakfast

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Multipliers, by Liz Wiseman



BOOK SUMMARY

The premise of *Multipliers* is that any leader can be placed on a spectrum between being a Multiplier (good) and being a Diminisher (bad). The book aims to help us move away from a Diminisher style of leadership towards the style of a Multiplier, stating that there is at least a **2x greater return** on resources for Multipliers vs Diminishers.

KEY POINTS

- A Multiplier is a leader who uses their smarts to amplify the smarts and capabilities of the people around them.
- A Diminisher is a leader who drains intelligence, energy and capability from the ones around them and always needs to be the smartest one in the room.
- The 5 characteristics of a Multiplier: **The Talent Magnet; The Liberator; Challenger; The Debate Maker; The Investor**
- A Multiplier asks questions constantly. Then listens intently. They listen far more than they speak.
- Multipliers go looking for native genius in everyone around them.
- Multipliers remain calm even when under pressure, but are intensely focused. They create environments that are *intense* not *tense*.
- By extracting people's full capacity, Multipliers get twice the capability from people as do Diminishers.
- There's a great example in the book of a weekly meeting agenda item called "The Weekly Screw-up". If you as the leader share your mistakes, then others will be far more willing to share theirs. As a result you'll breed a culture of transparency where mistakes are not punished but learned from.