

Advance Praise for WHEN EVERYONE LEADS



“Ed and Julia bring years of organizational leadership expertise to the table with their latest endeavor, *When Everyone Leads*, to help provide the tools and mindset necessary for each individual to step up and help solve the challenges facing our organizations, communities and families in the 21st century. This book encourages readers to close the gap between aspiration and reality, and provides practical methods to tackle their most entrenched problems while providing a wide variety of real-world examples. We change the world one soul at a time, and I would consider *When Everyone Leads* to be a must-read primer for anyone seeking to make a positive difference in our world.”
—**U.S. Senator Jerry Moran, Kansas**

“This book will change your mind about what leadership is as well as how to galvanize change. *When Everyone Leads* presents the powerful, resonate framework of adaptive leadership in a lively and engaging format. You might finish this book quickly, but the insights will linger. Don’t be surprised if you return again and again to take full hold of them.”—**Deb Helsing, Director, Minds at Work, Lecturer, Harvard Graduate School of Education**

“Tough problems can be solved more effectively and creatively when we understand that leadership is an activity, not a position. In *When Everyone Leads*, Ed O’Malley and Julia Fabris McBride show how to get every oar into the water in your organization. You will love the result.”

—**Arthur C. Brooks, Professor, Harvard Kennedy School and Harvard Business School, and #1 New York Times bestselling author**

“*When Everyone Leads*. Stop and think about that idea. What a profound departure from the hero-worship, buck-passing, and passive spectatordom that defines so much of our culture. This wise, accessible, and often counterintuitive book shows how all of us, whatever our title or formal authority, can spark change and make an impact. By taking responsibility. This is a great leadership book. It’s also a guide to powerful citizenship.”

—**Eric Liu, CEO, Citizen University; and author of *You’re More Powerful Than You Think***

“If you are frustrated about the gap between your aspirations for your community, team, or organization and the way things are, this book is for you, whoever you are. Read it, embrace it, use the practical tools it offers, and you will exercise leadership more and more effectively than you have before and begin to close that gap. Fabris McBride and O’Malley embody the relentless optimism and hard-nosed realism we so much need.”

—**Marty Linsky, co-author of *Leadership on the Line* and *The Practice of Adaptive Leadership***

“*When Everyone Leads* is timely, wise and fast paced. It’s a business book for our moment— a meditation on leadership full of vital lessons about listening, humility and heart. It’s a book that helps us all find and nurture our own inner-Rosa Parks. An important work— I will be keeping *When Everyone Leads* close.”

—**Dave Isay, Founder of StoryCorps**

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“When we share leadership, we win. *When Everyone Leads* helps us see leadership is an activity, not a position. That’s a game-changer. Ed and Julia teach us to unleash leadership from within everyone – managers, front-line employees, and senior executives alike. It’s a guidebook for helping people and organizations thrive.”

—**Jon Rolph, President and CEO, Thrive Restaurant Group**

“With this book Ed and Julia help us cultivate the courage and practice the skills we so desperately need to make progress on the toughest challenges facing organizations and communities. Their ideas were incubated in Kansas and now serve to empower teams across the US and around the world. I recommend *When Everyone Leads* to anyone who is working to improve lives and advance the common good.”

—**Pete Manzo, President & CEO, United Ways of California**

“This powerfully practical book encapsulates timeless wisdom to inform leadership action. Ed O’Malley and Julia Fabris McBride deploy stimulating visual and textual storytelling to convey pithy and accessible insights that encourage everyone to help make progress on challenging issues. They provoke us to move are what will solve society’s adaptive challenges. They won’t. What will, is the profound idea that leadership is a practice, not a position. When framed in this manner, adaptive leadership recognizes the power of questions, the necessity for brave conversations, the critical invitation to every single one of us to participate in leadership practice, and the long-term initiative to ‘stop overpromising and start overdelivering’. These countercultural calls place us squarely in the center of the adaptive leadership gap – that tantalizing but risky space between our biggest concerns and our most sought after aspirations. No matter who you are and where you are placed in our modern society, you have the ability to participate in leadership practice and you will gain much from this highly readable book from the inspirational team at KLC. If we all take its messages to heart, our societies will make positive progress and the world truly will be a better place.”

—**Professor Catherine Althaus, The Australia and New Zealand School of Government (ANZSOG), Chair of Public Service Leadership and Reform, Deputy Dean, University of New South Wales Canberra**

“The book’s message is outstanding. The Dear Ed and Julia letters are fun and comprehensible. E&J’s personal stories help me connect and see how they connect leadership with their lives. I can see myself in these pages. I increasingly try to connect these principles to how I can maintain or repair trust and respect between my friends, family and myself.”

—**Jimmy Fox, professional conservationist, Alaska**

“*When Everyone Leads* is a useful resource for leadership practitioners. The book provides a thoughtful analysis of the art and practice of leadership while offering practical strategies for moving change forward.”

—**Justin Greenleaf, PhD, Associate Professor, Department of Leadership Studies, Fort Hays State University**

“I’m excited to share this book with others. *When Everyone Leads* fills a critical gap in the leadership literature, and it drives us toward practical opportunities for application.”

—**Eric K. Kaufman, Professor & Associate Department Head Virginia Tech | Agricultural, Leadership, and Community Education**

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“When Everyone Leads translates the often convoluted and messy nature of leadership into language that is practical, realistic, accessible, and applicable. This book is in many ways a guide for the practitioner – whether you’re a manager or leadership, adviser, coach, or even a parent, Ed and Julia have provided the

reader with a comprehensive manual for understanding and addressing the very real, messy, and critical issues individuals face in their efforts to make a difference in the lives of others.”

—**Marcy Levy Shankman, Ph.D., Educator: Chief Organizational Learning Officer, Cleveland Metropolitan School District**

“This book highlights the complexities of leadership while sharing valuable leadership tools with readers. Throughout the book the authors share real life examples which makes the content relatable and directly applicable to life and work situations. I believe the information in the book can empower readers to embrace leaderships challenges and affect positive change.”

—**Holly Mercer, 2021-2022 Kansas Library Association President | Master of Leadership Studies | Master of Science in Library Science**

“When we share power to let people lead it becomes much more likely that the tough challenges facing our communities will get solved. Ed and Julia’s examples show how everyone has a role to play in creating significant, positive change.”

—**India Pierce Lee, Senior Vice President, Program, The Cleveland Foundation**

“When Everyone Leads challenges how we think about leadership, how we see ourselves as leaders, how we see the problems around us, and how we practice leadership to make progress on those problems. Whether you are a student, CEO, or concerned community member, this is a guide you’ll return to again and again to gain insight for action.”

—**Kerry Priest, Ph.D., Leadership Communication Program Director, Kansas State University-Staley School of Leadership**

“Ed O’Malley and Julia Fabris McBride from the Kansas Leadership Center, through their countless leadership programs, have produced a highly informative practical book on how to transform leadership from an individual property to a collective endeavor in which anyone and everyone can lead. The thesis sounds a lot like the ‘leaderful’ organization, not dependent on any one single authority to mobilize action for others. Indeed, in their acknowledged countercultural view, they assert that leadership is a practice mobilizing others in one’s immediate community to confront our complex challenges through powerful questions and dialogue.”

—**Joe Raelin, leadership professor and author of Creating Leaderful Organizations and Leadership-as-Practice**

“While reading *When Everyone Leads*, I asked myself, ‘What did I do today to make a difference?’ The book reminded me of my responsibility and joy to use my gifts and privilege to not only help others in my sphere, but to contribute to evolving a world that works for all. I applaud the book’s ability to shift the concept of leadership from a title to a way of being, and the power of the pages to fire up the courage to take leadership actions now, even when it feels risky. Please read this book and share it with everyone as I plan on doing.”

—**Marcia Reynolds, PsyD, author of The Discomfort Zone: How Leaders Turn Difficult Conversations into Breakthroughs and Coach the Person, Not the Problem**

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“Our food system is in trouble. The widespread availability of unhealthy food, wastage of roughly 40%, shameful conditions & low wages for food service and farm workers, and environmental degradation, plus the need for better plans for feeding people in emergency situations tells a sad story about our food system that must be addressed now. I highly recommend reading *When Everyone Leads* because it supplies us with powerful, readable, and practical information to help everyone learn how to lead and not look to others who are often identified as leaders, but are not doing anything close to what works to change the system. It is an

especially important book for those at the community level who know more than anyone what is critically needed and must have their voices in every conversation about the changes that can happen in our food system.”

—**Noreen Warnock, Co-founder | Director of Advocacy and Community Outreach | Local Matters | Columbus, Ohio**

“Ed and Julia do a phenomenal job addressing a pressing societal need: to take agency, authorize yourself, and lead from where you are — title or not. In a time where it is normalized to blame the larger system for any given ‘current state,’ *When Everyone Leads* reminds us that leadership is not just in the title, anyone can take action, and everyone has the responsibility to do so. This book is written in a digestible, easy to read format with real examples, guiding questions, and responses from thought leaders in adaptive leadership. Grab a copy and practice tackling your challenges head on!”

—**John Weng, Leadership Coach & Consultant || Lecturer and Ph.D. Candidate, Department of Leadership Studies, University of San Diego**

“*When Everyone Leads* gives us concrete tools to help move issues from ‘stuck in committee’ to real progress. It asks us to let go of old ideas about leadership and to lean into the skills and tools that are readily at our disposal no matter what position we hold (or don't hold). Through straight forward guidance, Ed and Julia lay out how to shift from being overwhelmed to truly making a difference, even in the toughest situations.”

—**Linette R. L. Werner, co-author of *Teaching from the Emerging Now* and Associate Dean at Hamline University**