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WHEN EVERYONE LEADS: How the Toughest Challenges Get Seen and Solved

By Ed O'Malley and Julia Fabris McBride

****On Sale Jan. 31, 2023****



“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

Organizations need great leadership to meet their most vital challenges, but many of us choose not to step forward. It’s risky to stick your neck out. Instead, we follow the cues of those in charge, do what’s expected, and miss so many chances to exercise the kind of leadership that is really needed.

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In **WHEN EVERYONE LEADS: How the Toughest Challenges Get Seen and Solved** (Bard Press; Jan. 31, 2023), Ed O'Malley and Julia Fabris McBride present a revolutionary approach to leadership. It's not about position or authority, they say, but an activity that anybody can undertake by learning to spot opportunities for improvement and taking the initiative to engage others. It can be unfamiliar and uncomfortable, but in a culture where everyone leads, organizations start to make progress on their most difficult problems.

As founder and chief leadership development officer at the **Kansas Leadership Center**, respectively, O'Malley and Fabris McBride have led thousands of people through programs to help them engage in the act of leadership. They have seen remarkable results with people from all walks of life, but they're also keenly aware of the obstacles that tend to come up. In **WHEN EVERYONE LEADS**, they delve into:

- **Identifying the Gap:** how to pinpoint the area where your organization needs to improve, the gap between where you are and where you want to be;
- **Overcoming Barriers to Progress:** how to circumvent common pitfalls that impede growth, including value clashes within a team and resistance to changing the status quo;
- **Starting With You:** how to empower yourself to take the first steps towards leadership;
- **Using the Heat:** getting your team to the productive zone between avoidance of the tough challenges (heat too low) and clashes over how to solve them (heat too high);
- **Inviting Everyone to Lead:** specific steps to take, questions to ask, and methods of thinking that you can use to engage in the act of leadership, and allow your peers to do the same.

Full of specific examples of challenges and solutions from fields as diverse as nonprofits, school boards, healthcare, and the corporate world, **WHEN EVERYONE LEADS** offers a proven, actionable approach for any company, organization, or community to navigate through its most pressing challenges.

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For more information, please visit:

<https://kansasleadershipcenter.org/when-everyone-leads/>

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[Ed O'Malley](#) is president and CEO of the Kansas Health Foundation. He founded the Kansas Leadership Center in 2007, serving as president and CEO for 15 years. A former Kansas state legislator and gubernatorial aide, Ed has co-authored three previous books including *Your Leadership Edge* and *For the Common Good*.

[Julia Fabris McBride](#) is chief leadership development officer at the Kansas Leadership Center, where more than 15,000 people around the world have attended programs since 2007. A certified coach, former actor and co-author of *Teaching Leadership*, Julia splits her time between Wichita and Matfield Green, Kansas