

Leadership Development With Impact

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Feeling adrift? The illuminating ideas in this magazine will help you set a course to take your leadership higher.

- **Herminia Ibarra** maps out a strategy for you to reach your long-term career goals, so your identity as a leader will be clear.

- **Yih-Teen Lee & Yuan Liao** explain how companies might make better use of multiculturals, suggesting how cultural intelligence might be developed as a vital managerial competence.
- **Giuseppe Auricchio & Evgeny Káganer** argue that, despite some stigmas associated with e-learning, using digital tools properly may lead to a new concept of omni-learning for executive development.

Nick Shreiber & Mike Rosenberg identify five keys to enable the smooth functioning of a matrix organization, where managers have overlapping responsibilities and answer to two bosses.

Ronald S. Burt & Suzanne Hogseth examine the impact of social networks on reputation, proposing how to position yourself to promote exchanges.

Plus: Luis Maroto, CEO of Amadeus IT Group, talks about running the leading airline ticket sales platform that has grown to become Europe's second largest software development firm. Executives grapple with the organizational challenges of aligning global processes at Microsoft. And Tim Gallwey, author of *The Inner Game of Tennis*, provides tips to quell those nagging doubts in your head when confronting new tasks.

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