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Stephen H. Rhinesmith is an author and a Consultancy partner who wrote, Action Learning, Action Coaching, etc. Head, Heart & Guts Summary: Today's topic potentially endangers all that you've acquired about leadership.

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Dotlich, Peter C. Cairo, and Stephen H. Rhinesmith suggest hiring practices that consider all three talents and force executives to engage in learning experiences in a wide range of assignments, including some before they are ready to handle them. This is clearly an infomercial for the authors' consulting activities, yet it contains useful ideas for leadership in today's complex business world.

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Peter C. Cairo is head of executive programs and leadership strategy for Mercer Delta Executive Learning Center and former chairman of the Department of Counseling and Organizational Psychology at Columbia University. Stephen H. Rhinesmith is a partner of Mercer Delta Executive Learning Center. He is former special ambassador to the Soviet Union and was president of Holland America Line.

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This book reveals the three most important capabilities leaders must demonstrate today: the ability to set strategy, empathize with others, and take risks all at the same time. In Head, Heart, and Guts, leadership experts David Dotlich, Peter Cairo, and Stephen Rhinesmith who teach and coach.

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Stephen Rhinesmith, Ph.D.

Dr. Rhinesmith has published more than 30 articles on international affairs and his books, including *Head, Heart, and Guts: How the World's Best Companies Develop Complete Leaders* and *Leading in Times of Crisis* (co-authors David Dotlich and Peter Cairo), are built on his experience as an executive, consultant, diplomat, author and lecturer.