



# Who's Holding Your Ladder?: Selecting Your Leaders: Leaderships Most Critical Decision

*Samuel Chand*

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Most organizational mistakes can be avoided, or certainly minimized, by understanding one principle: The most important decision you will ever make as a leader is selecting the leaders around you. The fact is, the people who have brought you this far, however well-meaning, may not be the right people to take you into the future. *Who's Holding Your Ladder?* reminds us that the height of any visionary leader and the fulfillment of the vision are contingent on whoever is holding his or her ladder. In this book you will discover: That without a ladder holder, you can climb only to a certain level. That with the right ladder holders, you can go much higher. That as organizational vision increases, the need for another type of ladder holder increases. The essential qualities all first-rate ladder holders must possess. The fact that leaders and managers both play critical roles; however, knowing the difference between these roles will lead to proper people placement. How to turn ladder holders into ladder climbers. "Chand's keen insights and vast leadership exposure have prepared him well for forecasting and setting leadership directions." —John Maxwell "Samuel Chand is one of the brightest lights on the horizon of the church today." —Jack Hayford "Like my father, Dr. Chand is not a searcher of consensus but a molder of consensus. He has a dynamic way of hitting you with the truth and yet easing your pain at the same time." —Bernice King

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