

Who's The Driver Anyway? Making the Shift to a Collaborative Team Culture
Thought Leadership Series

John Kuypers
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ISBN: 978-0-7798-3476-1
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PRAISE FOR WHO'S THE DRIVER ANYWAY?

Much is written these days about the “art” of leadership. John Kuypers reminds us that leadership is also a craft, and *Who's The Driver, Anyway?* provides us a powerful tool with which to master it. In patient, plain language that is itself a lesson in leadership, Kuypers reveals a fundamental truth that leaders ignore at their peril: all progress depends on decisions, and all decisions depend on vesting power and authority clearly and authentically. *Who's The Driver, Anyway?* empowers us to do just that, in a universally relevant and engaging way that will enlighten any leader who reads it. If you want to get something done, and you need others to help make it happen, start here.

— **Bruce Philp**

Chairman and CEO of GWP Brand Engineering
Co-author of *The Orange Code: How ING Direct Succeeded By Being a Rebel With a Cause*

Praise for Who's the Driver Anyway?

Who's The Driver, Anyway? presents a compelling concept, immediately applicable to everyday life. Since reading it over the weekend, I have used it with a project manager to address ways to solve an IT issue; I have used it with my Program Director to realize we sometimes aren't clear enough about our specific roles. I have even used it with a family member to decide what kind of passenger she needs me to be as she sets up her life in a new town. This is a must read book for every leader.

— **Teresa McGill, President**

Gandy Associates English Communication Training

Who's The Driver, Anyway? Making The Shift To A Collaborative Team Culture is a highly effective, easy to comprehend book of concepts that would help anyone to both understand and improve their working relationships with others. It's a simple read with highly relevant examples that would be valuable for managers, parents, teachers, students and spouses in discerning the right way to improve results in any relationship. The anecdotes contribute well to explaining the concepts; the messages are easily understood and have lifelong applicability. Whether you are a CEO or starting a career, this book has something of use for everyone.

— **Doug Tough, Chairman and CEO**

International Flavors and Fragrances, Inc.

Praise for Who's the Driver Anyway?

John Kuypers has written a book which deals with a vexing issue managers struggle with and which gets in the way of not only their performance but of the entire organization's. Most fail to see that the root cause of their struggles is often a lack of understanding of the organizational culture. John's book helps managers think through the vital question: Who should make the decision? What is my role? Where should my authority begin and end? What is the culture here? Are we team based, consensus driven, or are we a group of entrepreneurs, loosely collaborating? The driver/passenger analogy John uses clarifies the various relationships which are possible and gives the

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reader much room for personal reflection. *Who's The Driver Anyway?* gives managers some great tools to enhance both their own and their organization's performance!

— **Malcolm Hopkins, VP Corporate Services**

St. Thomas-Elgin General Hospital

John Kuypers brings together concepts in *Who's the Driver Anyway?* which impact relationships and drive behaviour in a simple, concise manner. The use of user-friendly anecdotes underscores insights into everyday interpersonal dynamics to which we can all relate. It is an easy read and provides common sense applications which can be applied every day in a pragmatic manner. This book adds value on the first read and for day-to-day reference!

— **Steve Willert, Consultant and Former Executive**

Canadian Tire Corp.

Praise for *Who's the Driver Anyway?*
Who's The Driver, Anyway? is simple, powerful and enlightening. It reveals real power and authority in an understandable way. It is a book that I have been begging to be written and at last the concepts are on pages for everyone to access. John's model has given me a framework to not only delegate responsibility but ensure clear, decisive decision-making in my organization. *Who's The Driver, Anyway?* will transform the way you do tasks and increase your productivity and effectiveness. It is a must read for any change leader. Well done!

— **Dr. Derrick Mueller, National Director**

CCI Canada, Leadership Consultant

Author of *The Amaryllis Way: Growing Leaders Who Grow Leaders*

Who's The Driver, Anyway? by John Kuypers is an exceptionally good resource for those who want to improve communications and productivity within an organization. That organization can be a small or large business, a not-for-profit or an institution in the education or health care sector. The principles and tools are simple, logical, easily understood and easy to apply. I would recommend this book to any leader who is interested in improving workplace dynamics.

— **Cesare DiDonato, Curriculum Consultant**

Halton Catholic District School Board

Praise for *Who's the Driver Anyway?*
This book is packed with eye-opening insights. I suddenly realized how often conflicts arise because both people think of themselves as the drivers— or conversely, no one wants to take responsibility and nothing moves forward. I highly recommend this book to everyone, whether you work in a corporate environment, participate in a committee, and even if you just want to improve your family dynamics. It has many valuable applications because it's all about working with people productively. Plus, it's an easy and fun book to read with many stories to make the ideas come alive.

— **Lynda Goldman**

Copywriter and author of *You're Hired. Now What?*

The new leadership tools described in this book were developed based on John's experience as a successful senior executive. As a

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leader, he encountered many real life leadership challenges. These issues became the motivator for him to develop new leadership approaches to deal with these situations. In the book, he describes his own transformation as a leader which serves as a great case study. It is what makes this book very authentic and believable!!

— **Les Dakens, SVP and Chief Human Resources Officer**

Maple Leaf Foods

Author of *Employee Performance Scorecards*

Who's The Driver Anyway? is a must read for any manager who wants a practical way to improve performance by working more effectively with others. It dimensionalizes and crystallizes why people struggle to work effectively together. It makes the reasons for these struggles visible, and more importantly, provides a tool with which to Praise for Who's the Driver Anyway? gain alignment between people and address the challenges they face. And it works. . . as an instructor and trainer, I've "taught" the 7 Performance Drivers to managers and executives who've put it to use with immediate results. And as a Leadership Coach it's provided me an invaluable tool to help executives empower their people. Once you've read *Who's The Driver Anyway?* you'll also be able to confidently say "I now understand why you and I aren't working together very well, and the good news is we have a way to fix it!"

— **George Anastasopoulos**

Sales Leadership Coach and Consultant

John Kuypers is a tremendous business story teller. He has a wonderful ability to teach the reader without lecturing to them. *Who's The Driver Anyway?* represents the hidden voice in an organization that needs to be heard. Corporate successes belong to all employees and senior executives need to delegate more than the transactional elements of operations, but also the responsibility for and the tools to make informed decisions. John Kuypers has developed a practical and necessary tool for new CEO's and executives in small to mid-sized companies across all sectors.

— **Julia N. Dumanian, Former Hospital CEO**

Canada's Healthcare Leader of the Year (2007)

Praise for Who's the Driver Anyway?

Who's The Driver Anyway? represents very innovative thinking. Improper sharing of power and authority is often the root-cause of organizational problems yet there has never been a way to discuss it constructively, let alone fix it. For most people, the wielding of power and authority is a binary concept — you either have it or you don't. The notion that it can be shared and that the ratio can be changed to suit the activity has never been in the organizational mindset and this has been a severe limitation and a recipe for conflict. *The 7 Performance Drivers* provide a wonderful new tool for this very old problem.

— **Jim Jonkman, Vice President, Operations**

Etymonic Design Inc.

Who's The Driver, Anyway? tackles one of the biggest challenges today in management: "How to create a truly collaborative and empowered

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leadership culture.” It dissects the issues involved, identifies the key principles and then provides a very clear guide for the manager who wants to practically implement these principles within her or his team. It is well illustrated with engaging stories and examples. It is accessible and memorable. We are in the middle of a massive cultural shift and this book provides excellent, practical tools for the manager who not only wants to navigate these changes but wants to leverage them to achieve sustained success for her or his team.

— **Tim Day, Senior Pastor**
The Meeting House Church