



See Jane Lead: 99 Ways for Women to Take Charge at Work

Lois P. Frankel

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A groundbreaking book from bestselling author Lois Frankel proves that women possess innate skills that make them the best leaders (that means better than men!) in today's workplace and beyond.

See Jane Lead: 99 Ways for Women to Take Charge at Work Details

Date : Published April 1st 2007 by Business Plus

ISBN : 9780446579681

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Format : Hardcover 279 pages

Genre : Leadership, Business, Nonfiction, Self Help, Womens

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Amalia says

I borrowed this as an audiobook, and found that the target audience was a mid-career woman with traditional gender roles. Much of the book was written in short blurbs (the 99 tips), and I found useful the sections on leadership, assertiveness, team-building and coaching. I also appreciated the references to other useful business and leadership books. Where the book lost me was a lot of the assumed context of the reader as well as the last third of the book regarding entrepreneurship and raising female children, not particular topics I was looking for in this book. A short 'read' with some simple refreshers that can be useful, no large earth-shattering new concepts.

Grania says

I liked the idea of recognising non-traditional female leadership skills, but was alienated about how they were only recognised in female industries. Repetitive, and low on content or research.

Heather says

I enjoyed reading this book and obtained many great take-aways. Dr. Frankel has a very readable writing style and although not saying anything truly different from other leadership books, she phrases the ideas in means which I can easily grasp and apply. Good read for those starting careers as well because it's never too early to start leading.

Kim says

As this audio book started, I found myself rolling my eyes quite a bit. It just seemed too simplified, too contrived, even. However, as the third disc ended, I found that I did really enjoy it. While nothing seemed incredibly new, it was a good refresher and has me nodding in agreement. It also made me realize that even though I gave up my official manager role, I do think I am, legitimately, a leader (how cocky do I sound?!?). The book made me appreciate what I have to offer in the workplace, how I have been able to contribute in the past (and present) and made me think about what I can do to contribute further.

Kaylen says

Some of this book had really great information that I can add to my repertoire for leadership skills, and that I found extremely useful. There is also an assessment of your leadership strengths and opportunities that I liked. However, much of it I felt like I already know, or already put into practice. I think it would probably be better for someone who is newer to management/leadership positions.

Brekke says

3 stars.

Some great insights on leadership for women, but this book is heavily geared toward wives and mothers. As a woman who is neither of these things, nearly a third of the book - and the 99 tips - are not relevant to my life. While the good stuff is good, it's definitely tailored to a specific type of woman in leadership.

Elaine says

I like for the fact that this book can be read individually by each chapters and you don't need to read from chapter 1 to the end chronologically.

There are some chapters that are more suited to me and I focus on absorbing the content of those chapters.

This book is for women who are employees in a companies, who are managers finding ways to lead and manage their teams, moms raising their daughters.

Overall a good book for women who are working and in different stages in their lives.

Griselda says

Really didn't feel any inspiration. But this was meant to be an informative read. I felt a little out of place since she brought up a lot of "mom" examples, so I couldn't relate to them.

Sarah Walton says

I read a few pages of this on my way into the city every morning. It inspires me to the point that I walk into my office ready to tackle the not so easy tasks, and I can do that with confidence.

She discusses how important feminine power is in the workplace, how distinct it is, and how much energy women waste on trying to use a masculine power instead. Very insightful, not pushy and a fun read. I highly recommend it.

Ayat Saleh says

With a focus on revealing and solving the different attitudes that are under what is called "Nice Girls Syndrome", Lois P. Frankel developed this book to discuss the "feminization of leadership", i.e. how women can lead in the workplace without being called too bossy, aggressive or egotistical.

Why is that? Lois believes that "nice girls have a particularly difficult time assuming leadership roles and doing it effectively. When they do, they often try to make everyone happy (which, as you know, is impossible), delay decision making by trying to get everyone's buy-in, hesitate to take necessary risks for fear of offending the powers that be, and communicate in ways that undermine their confidence and credibility".

In my experience, the challenge is real and can be easily noticed in any workplace, yet, without discussing it openly, more and more businesswomen will continue to suffer. Accordingly, we will continue seeing few numbers of businesswomen in top-managerial roles.

This is the third book I read by this author. Unfortunately, the momentum and the positive energy in the previous two books were much higher than this book. Having said this, still, I believe that this book can be one of the many good resources that a lady can use to better understand the business environment.

Following the same approach of listing 101 unconscious mistakes that women make that sabotage their careers in her book 'Nice Girls Don't Get the Corner Office' and the 75 avoidable mistakes women make with money in her book 'Nice Girls Don't Get Rich', this book summarizes 99 strategies that will help women to take charge and lead at the workplace.

The book starts with a quick assessment in order to help you to identify the areas that you need to focus on and hence, start reading the related chapter directly.

The book is filled with stories and quotes from different businesswomen to provide real examples; however, I found them too distracting and prevented me from focusing on the main ideas.

Nevertheless, it is a good book and worthy to read.

Jessica says

There were a few good strategies that could be taken from the book. However, the author tried to relate a lot of work place experiences to how a woman might interact with her significant other and children. Overall, I'm a little disappointed that I purchased this book.

Veronica says

I'm a little offended by some of the ideas presented in this book (it implies that if you can be a mother, you can be a manager) and by the way in which they were presented. I'd like to think that my years of education and experience are contributing somehow to my career. I did enjoy some of the profiles of successful women. I'd recommend this book to a mother who is re-entering the workforce after a number of years as a feel-good confidence builder, but I don't think there's much in here for the average female manager who has been in her role continuously for any length of time.

Kameka says

Nothing new here. Pragmatic book for junior or mid-career women. Some of these tips wouldn't work in some business cultures, knowing one's audience is key, which I don't think the author addressed. Not all environments are the same so universals rarely work in every instance. There is a fair amount of repetition and comparisons to parenting that was lost on me, but I can see the utility for others. However, I think this could be a very helpful book for a number of people working in organizations where they get little to no professional development.

Elyssa says

This was recommended and loaned to me by the only woman VP in my agency, who is also a mentor to me. I was initially wary about this book because I am usually fearful that management books geared to women will encourage them to adopt the skills and traits of the dominant male-based leadership model.

This book was a balance between both worlds and really focused on the best aspects of each. Since the intended audience is women, there was a strong focus on using skills that typically come natural to women and are also gained through managing a household/family, i.e. interpersonal relationships, emotional intelligence, multi-tasking, delegating, etc.

The author does describe the pitfalls women fall into in the male-dominated workforce such as being aggressive instead of assertive, treating employees as "doers" instead of as people, saying too much rather than delivering a succinct message, etc.

The most valuable part of the book is at the end, when the author describes her own career development, including the many mistakes she made and what she learned from them. I don't see that too often in books about leadership and I appreciated her honesty and self-analysis.

She also provides an extensive list of books and resources for continued reading, including *Servant Leadership*, which is already on my to-read list.

My one complaint about the book is that she often advises women not to "act like a girl", when describing self-defeating behaviors in the workplace. That sends a mixed message about being female and I think she could have found another way to frame her advice. It reminds me of being told not to "throw like a girl" by my middle school softball coach. It's a form of implied criticism and ultimately damaging and confusing for females.

Overall, I do recommend this book, especially for women who are managers or aspire to be leaders.

Gina says

I found this book pretty boring and run of the mill. There is good content, to be sure, but it's not presented in an entertaining manner.

