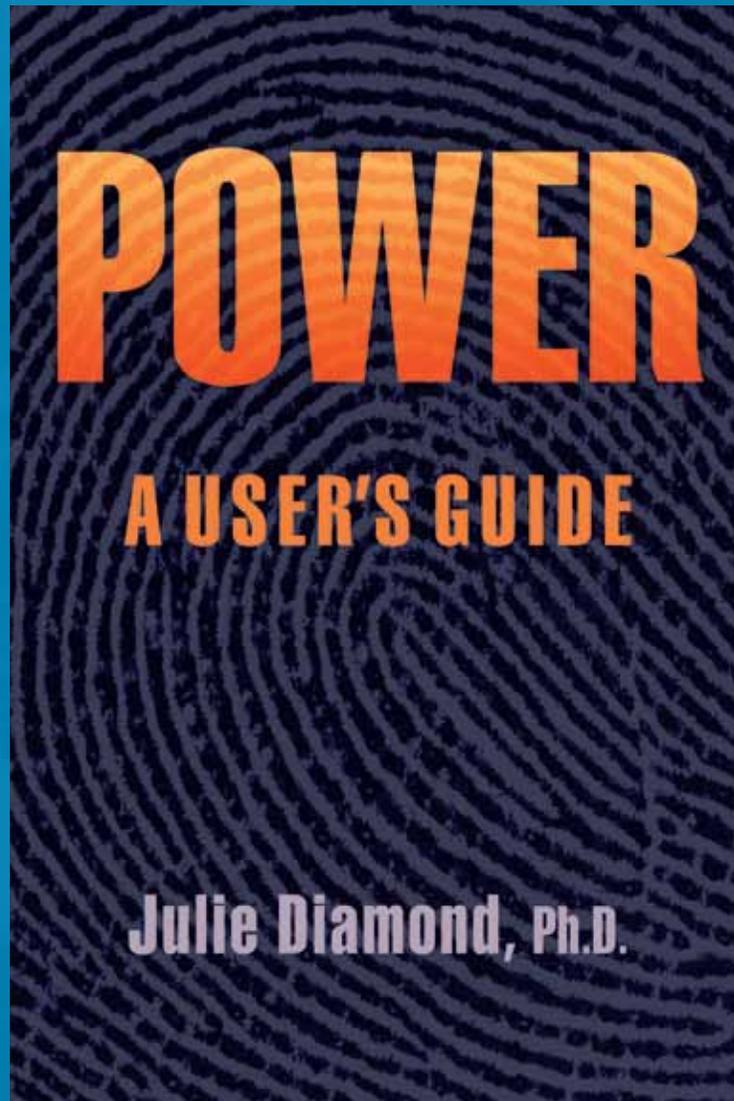


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PRESS KIT

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Power: A User's Guide

Julie Diamond, Ph.D.

Belly Song Press
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Power: A User's Guide is factually accurate, except that names, locales, and minor aspects of some chapters have been altered to preserve coherence while protecting privacy.

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Belly Song Press to Publish *Power: A User's Guide*, the Definitive Handbook for Leaders

September 30, 2015 | Santa Fe, NM Although private companies and organizations spend billions of dollars every year on leadership development, about half of all executives fail within their first 18 months. Why? According to leadership coach and educator Julie Diamond, Ph.D., the answer lies in an ancient taboo: power.

Belly Song Press, publisher of *Raising Parents*, *Raising Kids* and *Talking Back to Dr. Phil*, is proud to announce the release of Diamond's newest book, *Power: A User's Guide*. Offering up practical stories, exercises, and guidelines, the book is a synthesis of Diamond's 30-year career working with leaders from organizations around the world. *Power: A User's Guide* gives readers of all kinds—CEOs, activists, teachers, parents, and community leaders—the tools and instructions to find their *Powerprints*: each person's unique map of their different kinds of power.

Power: A User's Guide arrives at a crucial time in the history of power. It is a moment that some, such as author Moisés Naím, have called “the end of power.” As social media bestows crowds with greater political influence, and 21st-century companies like Zappos embrace holacracy and other “flat” structures that dismantle strict hierarchy and diffuse authority, formal power is under assault from all sides.

More people with more access to power, however, does not translate to a fairer climate overall. Beyond the headline-makers—police shootings, financial industry fraud, malfeasance in government—abuses of power occur every day, in small ways: from bullying in the boardroom to bullying in the bedroom. Never before has the world more needed a “driver's ed” for power. *Power: A User's Guide* fills this gap.

Marshall Goldsmith, *New York Times* #1 bestselling author of *Triggers*, calls *Power: A User's Guide* an “intelligent, perceptive, and useful book.”

“Full of enlightening examples, Julie Diamond's book will inform you and inspire you to demonstrate your strengths in a positive, authentic way,” he said. “*Power: A User's Guide* is enormously helpful both to those in positions of power and those who wish to be. I highly recommend it!”

And Bunny McDiarmid, executive director of Greenpeace New Zealand, calls *Power: A User's Guide* “a great reference for understanding power and using it well.”

“This is a manual for anyone and everyone, not just those in leadership positions, where the mindful exercise of power is a daily challenge,” she added. “As a leader of an environmental organisation, where campaigning for positive change is most often about

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empowering others or seizing opportunities to shift power dynamics, this is a book that all activists should read.”

Power: A User's Guide will be available at bookstores everywhere in the first quarter of 2016. For more information, please visit juliediamond.net or bellysongpress.com.

Abstract

Power corrupts. The question is: how? What are the traps of power and how we can avoid falling into them?

From bosses to parents, politicians to protesters, power rests in the hands of everyone, everywhere. But using it well is more than a matter of good intentions. Power may corrupt, but using it well is within our grasp.

The path toward ethical, authentic, and effective use of power starts with this book. Combining cutting-edge psychological theory with practical exercises, real-world accounts of leadership challenges, and the author's personal stories from her international career as a facilitator and coach, *Power: A User's Guide* aims to provide readers with an easy-to-read, comprehensive crash course in developing one's external authority, navigating high power roles and responsibilities, and finding personal power within.

Advance Praise for *Power: A User's Guide*

"*Power: A User's Guide* is enormously helpful both to those in positions of power and those who wish to be. Full of enlightening examples, Julie Diamond's book will inform you and inspire you to demonstrate your strengths in a positive, authentic way. I highly recommend it!"

–Marshall Goldsmith, a *Thinkers 50* Top Ten Global Business Thinker and *New York Times* #1 bestselling author of *Triggers*, *MOJO* and *What Got You Here Won't Get You There*

"This is a manual for anyone and everyone, not just those in leadership positions, where the mindful exercise of power is a daily challenge. Peppered with captivating stories, quotes, and case studies, *Power: A User's Guide* breaks down the puzzle of power into bite-sized chunks, and provides guidelines for how to build and share your power muscles. As a leader of an environmental organization, where campaigning for positive change is most often about empowering others or seizing opportunities to shift power dynamics, this is a book that all activists should read."

–Bunny McDiarmid, Executive Director, Greenpeace New Zealand

"*Power: A User's Guide* is a tremendously practical guide on how to navigate organizational life via deeper self-awareness and active management of ourselves and those around us. Get ready to get better."

–Sydney Finkelstein, professor of strategy and leadership at the Tuck School of Business at Dartmouth College, and author of *Superbosses: How Exceptional Leaders Nurture Talent to Achieve Market Domination*

"I urge anyone in a formal leadership role, as well as everyone who wants to live a truly full and meaningful life, to learn and apply Julie Diamond's insights. Full of examples from a broad array of contexts, as well as truly clear, wise and practical advice, this book is rich, accessible, and based on sound psychological knowledge. Reading *Power: A User's Guide* is like engaging in multiple coaching sessions with a wise and trusted therapist—for the price of a book and your time. It is a deal well worth the cost."

–Pat McLagan, leadership coach and author of *The Shadow Side of Power: Lessons for Leaders*

"Elegantly written in a comfortable, narrative style with examples and case studies on every page, Julie Diamond's *Power: A User's Guide* is a practical guide on how to be your best self in your own power. Diamond's years of training and international experience comes shining through to offer the best, most prescient and insightful analysis of power I know. As a practical user's guide to power, it doesn't get better."

–James Orbinski, MD, former international president of Médecins Sans Frontières / Doctors Without Borders, and Research Chair in Global Health and Professor, Laurier University and University of Toronto.

"I read *Power: A User's Guide* as my party was struggling against the austerity of Greece's

Third Memorandum. During those challenging times, the book provided the tools and perspective I needed to ground my political experience and understand the historical patterns at play. I walked away inspired with a greater awareness of power, unaccompanied by the guilt or fear of abusing it, and seeing its potential to help people communicate and collaborate on creative approaches to our national concerns.”

–Vassiliki Katrivanou, SYRIZA Member of Parliament and Chair, Committee on Human Rights

“*Power: A User’s Guide* is engaging and pulls the reader in to the world of power. I had multiple 'aha!' moments, and by Chapter Two, I found myself discussing the notions of power and recommending the book to others. Diamond challenged me to become more intentional about my use of power and increased my ability to lead. Anyone searching for substantive leadership guidance that steers clear of fluffiness and hones in on wisdom needs to read this book.”

–Sara Westbrook, Commander, Portland Police Bureau

“If you had asked me prior to reading *Power: A User’s Guide* whether power (as opposed to leadership) was learnable, I would have said “no.” I would have been wrong. Deftly mixing psychological concepts, personal and third party stories and even pop culture references (Gollum!), Julie Diamond has produced a book that should be read by anybody and everybody that wants to improve the way they relate to others and the world at large. And, by providing a way to assess your own power—who knew there were so many different types?—and even prescribing a power workout through “doable practices,” this is a book I will go back to again and again. I am most excited by what I did not expect: yes, this book provides great value to me professionally, but its greatest value will likely be personally as I become a better wife, mother and daughter.”

–Callie Pappas, Vice President and Chief Risk Officer, Schnitzer Steel Industries, Inc.

Biography

Julie Diamond, Ph.D. is an executive coach, leadership consultant, and author of *Power: A User's Guide*. For 30 years, she has worked around the world in the field of human and organizational change, helping individuals and organizations create cultures of learning and growth. Her clients have ranged from Fortune 500 companies to law enforcement agencies to nonprofits, and include leaders from organizations such as Nike, Intel, the Swiss Agency for Development and Cooperation, the Macedonian Trade Union, and Greenpeace.

In addition to her work as a facilitator and writer, Julie is a co-founder of the Power² Leaderlab, a training program for women leaders. She is also one of the original founders of the Process Work Institute (PWI), a not-for-profit graduate school dedicated to research and training in process-oriented facilitation. She has co-authored a textbook on Process Work, *A Path Made by Walking*, as well as many articles on Process Work, learning, and change.

Julie Diamond lives in Portland, Oregon.

Who Is This Book for?

The audience for *Power: A User's Guide* is made up of an educated lay public with an interest in leadership, education, social change, politics, and parenting. Many are likely to be leaders and managers, or those who work with them: coaches, human resource professionals, trainers, educators, facilitators, and consultants. The book is intended for those who wrestle with the problems of leadership, whether in educational, corporate, nonprofit, or governmental sectors.

Though this diverse audience spans different demographic and psychographic realities, members share a common ground. Readers are those presently employed or involved in the fields of organizational development and change, social change and activism, community development, parenting, education, training and talent development, coaching and facilitation, human resources, health and wellness, diversity training, and the broader fields of leadership and management.

Readers interested in this book may fit one of the following profiles:

- **Social entrepreneur, innovator, or change agent who wants to effect large-scale social change.** This reader sees what's not working and wants to open up new avenues and opportunities. But to do so, she needs to collaborate with others, raise social awareness, enlist allies, convert skeptics, and engage with multiple stakeholders—many of whom have different (even opposing) agendas, concerns, and interests.
- **Transformational leader.** This reader wants to empower his employees, increase engagement and passion, grow commitment, make the workplace meaningful, and foster innovation by enhancing people's self-efficacy and creativity.
- **Manager, leader, boss, or supervisor.** This reader needs power to influence, impress, and motivate others—below and above her. She needs power to engage her team, get the attention and support of the higher ups, gain traction for her ideas, and be taken seriously.
- **Coach, consultant, or advisor working with people in positions of power.** This reader wants to have an influence and help those in power stay on course. He needs power to be impactful, hold difficult conversations, and give feedback without colluding with or becoming enmeshed in the lives of those whom he's meant to advise.
- **Doctor, educator, parent, trainer, or therapist.** This reader influences others through teaching, advising, or instruction. She uses expertise and wisdom to guide those seeking help, those who hold her in high regard. She needs to use her power wisely in order to be of use to others without falling prey to the admiration and awe of those impressed by or dependent upon her knowledge.

- **Political activist, politician, community organizer.** This reader wants to change the way things are and contribute to his organization, community, school, neighborhood or country. He needs power to fight on behalf of others and against authorities or groups without becoming tyrannical, righteous, or superior in his own use of power.

Other Books and Articles

[*A Path Made by Walking: Process Work in Practice*](#). Portland, OR: Lao Tse Press, 2004.

[*Status and Power in Verbal Interaction*](#). Amsterdam and Philadelphia: John Benjamins Press, 1996.

["A Democracy Dialogue. Getting to the Essence of Freedom."](#) The Journal of Process Oriented Psychology, vol. 8/2:66, 2001.

["Encounters with the Spirit: Developing Second Attention at the Edge."](#) The Journal of Process Oriented Psychology, vol. 7/2:15, 1995.

["Facilitation and Multi-leveled Interventions in Community Building."](#) The Journal of Process Oriented Psychology, vol. 6/1: 75, 1994.

More Writing About Power and Leadership

["More Power to You: Taking Charge of Powerless Feelings"](#)

["Do We Need a Power Intelligence?"](#)

["Leading Out Loud"](#)

Videos



["The New Rules of Power"](#)



["Are You Outsourcing Your Power?"](#)

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[“Wickedness or Weakness? Taking Charge of Powerless Feelings”](#)



[“Positive Threats, Risky Comfort, and the Challenge of Rank in Learning”](#)

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["Better Collaboration? Watch Out for These Team Tyrants"](#)



["On Negotiating Power and Status"](#)