

getabstract

Top 10 Books for L&D Leaders



getAbstract's Book Recommendations
for Learning Impact

Edition 1: January 2023



About the book award & the “Learning Impact” category

The getAbstract International Book Award is among the world’s oldest, continuously presented non-fiction book awards. Since 2001, it has been awarded to authors whose work has significantly impacted contemporary social, political and economic understanding.

In alignment with our mission to provide actionable, business-relevant knowledge, the getAbstract International Book Award focuses on works that encourage critical thinking, promote mutual understanding and offer innovative approaches to leadership and business. Our book award candidates help people make better decisions in their personal and professional life – as encapsulated in our slogan, “Know Better. Do Better.”

The newly added “Learning Impact” award recognizes original contributions in the L&D and HR space with a focus on future-proofing organizations and developing thriving organizational learning cultures.

Find more information about the “Learning Impact” award category and the jury [here](#).

Learn more about the getAbstract International Book Award [here](#).

Find out about previous winners [here](#).

Winning title



L&D's Playbook for the Digital Age

Brandon Carson (ATD, 2021)

gettab.li/impact103



WHAT THE JURY SAYS

“This book manages to both set out the big picture of economic, technological and societal change, and to provide strong practical messages for CLOs within that context.”

(DONALD H. TAYLOR, CHAIR OF THE LONDON LEARNING TECHNOLOGIES CONFERENCE, JUROR)

“This book is for anyone who wants to develop an L&D strategy to help drive business results in the modern era. It offers an excellent assessment of current L&D life and has great suggestions for bringing your L&D strategy into the digital age. It also outlines some key factors for ensuring your strategy responds to future challenges.”

(PAUL SAHOTA, MANAGER OF L&D AT PERSEUS, JUROR)

AUTHOR INTERVIEW

[interview](#)

“As an L&D leader, you should constantly ask yourself: Have you assessed your people’s capability to practically apply what you’ve just tried to transfer knowledge to them for?”

(BRANDON CARSON)

TAKE-AWAYS

- Technological convergence requires rethinking L&D.
- Rapid urbanization and technological advancements are driving business change.
- Integrate L&D into your strategic plan.
- Empower your workers to take responsibility and work collaboratively.
- You must reskill your workers en masse to avoid an existential business crisis.
- Create a learning strategy that fully embraces the digital age.
- Rethink what it means to be an employee.
- Prepare for an unpredictable future with a pliable L&D strategy.

- **Many digital learning solutions, or corporate mixes of solutions, tend to distract** – or awkwardly overlay onto frustrating or lousy work situations. This keeps people from optimal performance.
- **L&D operating models need to change in many respects:** In the digital age, staying in touch with employees and knowing specific workflows is more important than ever before.
- **L&D departments are often staffed wrongly.** More reliance on science is needed among the L&D staff, not less: from behavioral psychologists to instructional designers to data scientists.

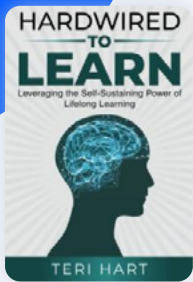
FAVORITE QUOTES FROM THE BOOK

“Business requires more and more high-quality work from high-performing humans. How L&D helps them achieve that performance is where its value now lies.”

“Change will not come as incremental alterations to which businesses can easily adapt, but rather as fundamental, potentially destabilizing transitions that will require substantial investment, agility and new strategic thinking.”

ABOUT THE AUTHOR

Innovative learning strategist **Brandon Carson** also wrote Learning in the Age of Immediacy: 5 Factors for How We Connect, Communicate, and Get Work Done.



SHORTLISTED

Hardwired to Learn

Teri Hart (Teri Hart, 2021)



gettab.li/impact102

TAKE-AWAYS

- The Fourth Industrial Revolution demands massive employee reskilling and upskilling across the workforce.
- Organizations will require more “Human Intelligence” to balance and work with Artificial Intelligence.
- Neuroscience has revealed more about learning in the past 20 years than the previous 200.
- Brain science reveals your capacity to learn is limitless and ageless.
- You learn through effort. Apply and practice learning as you would any other skill.
- Beware five main categories of bias that impair your ability to learn.
- True learning is hard and will make you uncomfortable. Track your progress, and don’t give up.
- Attend to your physical well-being to help your mind repair itself and grow.

FAVORITE QUOTES FROM THE BOOK

“When I reflect on all the things that hold us back from our potential to learn, I notice that they all have one thing in common: our mind-set.”

“Human Intelligence (HI) is more important than ever. Humans will be needed to focus on managing, advising, decision-making, reasoning, communicating, and interacting with an increasingly mechanized world.”

WHAT THE JURY SAYS

“This great book reminds us that learning is a lifelong endeavor, not just something you do when you are young or new in your career. ‘Brain science reveals your capacity to learn is limitless and ageless.’ This key takeaway from the book really resonated with me, and I hope it inspires people of all ages to commit to learning.”

(PAUL SAHOTA, MANAGER OF L&D AT PERSEUS, JUROR)

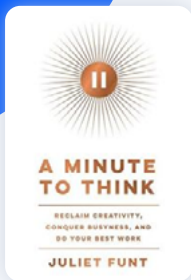
AUTHOR INTERVIEW

[interview](#)

“If we want to continue to use our gifts in some way, that necessarily means staying in tune with the shifting skills that are needed in our field.” (TERI HART)

ABOUT THE AUTHOR

Teri Hart, an Ironman triathlete and yogini, has built a career in learning leadership across several Fortune 500 and Global 500 firms.



SHORTLISTED

A Minute to Think

Juliet Funt (*HarperBusiness*, 2021)



getab.li/impact105

TAKE-AWAYS

- A strategic pause means taking a moment – or longer – to think, plan, create or just breathe.
- People need to take strategic pauses because overload has become prevalent.
- Pauses can benefit performance by allowing for cognitive recovery.
- Four attitudinal culprits work against taking time to pause.
- Free up time for strategic pauses by asking four questions – and apply “the Wedge.”
- To apply white space thinking to digital messaging, reduce the number of times you check your email, the amount you send, and improve your composition skills.
- Applying strategic pauses to communications can benefit teams.
- To improve meetings, do less inviting and accepting, and take strategic pauses both between meetings and during them.
- Use white space at home, too, to ensure your time, and your children’s, is well spent.

FAVORITE QUOTES FROM THE BOOK

“Balanced people work harder, perform better in teams, take less sick leave and have sharper decision-making capabilities.”

“If only activity and productivity were the same – but they are not.”

WHAT THE JURY SAYS

“This is a valuable topic, and Juliet makes important points! I particularly like the reminder that activity and productivity are not the same and that successful business leaders use strategic pauses. The author provides helpful notes with the ‘attitudinal culprits’ and actionable tips for email improvement. I’m sure it’s useful when applied to family life, too!”

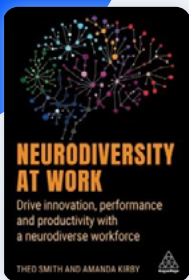
(SIMON BROWN, CHIEF LEARNING OFFICER AT NOVARTIS, JUROR)

“Organizations must create cultures where pausing is accepted, encouraged and expected. Juliet’s practical advice and guidance will help ensure that we are ready to determine what is truly valuable and increase our success at work, home and everywhere.”

(DANIELLE GOODRUM, VP CLIENT SERVICES AT GETABSTRACT, JUROR)

ABOUT THE AUTHOR

Juliet Funt is the CEO of the training and consulting firm The Juliet Funt Group.



SHORTLISTED

Neurodiversity at Work

Amanda Kirby, Theo Smith (*Kogan Page, 2021*)



getab.li/impact106

TAKE-AWAYS

- Neurodiversity acknowledges the uniqueness of every human being and the special needs of some.
- People with cognitive differences may never have received a diagnosis – especially females, minorities and people who are socioeconomically disadvantaged.
- Beware labeling people or classifying them into categories, including during hiring.
- Modify the hiring process to accommodate neurodivergent candidates.
- Put extra time and care into onboarding.
- Listen to, respect and include neurodivergent team members to ensure everyone gains a sense of belonging.
- Hire caring frontline managers who provide support to neurodivergent employees and assess their performance holistically.

FAVORITE QUOTE FROM THE BOOK

“A sense of belonging is not only innately human, but it is also important in building high-performing teams and is associated with strong performance in the workplace.”

WHAT THE JURY SAYS

“Neurodiversity at Work will impact businesses and, more importantly, the lives of a population whose talents have previously been overlooked. This book prompts conversations that need to occur more, points to as yet unexplored opportunities and provides support to neurodiverse candidates and employees.”

(DANIELLE GOODRUM, VP CLIENT SERVICES AT GETABSTRACT, JUROR)

ABOUT THE AUTHOR

Theo Smith is a leading advocate for neurodiversity and vice president of customer acquisition for Zinc Work.

Amanda Kirby is the founder and CEO of Do-IT Solutions, specializing in neurodiversity screening tools.



SHORTLISTED

The Workplace Curiosity Manifesto

Stefaan van Hooydonk (Stefaan van Hooydonk, 2022)

TAKE-AWAYS

- Learn to be more curious.
- An environment of change and instability calls for a curious mind-set.
- Curiosity benefits you and your organization.
- Curious leaders enjoy superior performance and nurture employee curiosity.
- Curious teams provide a safe environment for their members' inquisitiveness.
- For companies, curiosity supports organizational resilience, innovation and improved listening.
- Corporate strategies that prioritize curiosity facilitate both innovative exploration and efficient implementation.
- Curiosity drives disruptive and evolutionary innovation.
- To enhance curiosity in your organization, follow 10 strategies.

FAVORITE QUOTES FROM THE BOOK

"Curiosity means to try something new, to learn something new, to nudge the edge of your comfort zone and introduce variety."

"The mental models that got us this far will not be the ones taking us into the future."



getab.li/impact110

WHAT THE JURY SAYS

"Strong links exist among organizational performance, individual learning and an individual's willingness to learn. Stefaan van Hooydonk explores and raises the profile of curiosity. He does so in a practical way, showing why it is important at both corporate and individual levels, and then providing guidelines to shift to a culture that supports curiosity." (DONALD H. TAYLOR, CHAIR OF THE LONDON LEARNING TECHNOLOGIES CONFERENCE, JUROR)

AUTHOR INTERVIEW

[interview](#)

"They had \$300 and were allowed to spend it on whatever they found interesting. Some spent it on Harvard Business Review subscriptions. Great. Others wanted to go around the corner to take a class in flower arrangements. Also good! Some may have invested in a getAbstract subscription only to understand the value of literature classics. Yes, go for it!" (STEFAN VAN HOYDONK)

- There are **three dimensions of curiosity**: Intellectual curiosity, social/empathic curiosity, and curiosity about yourself.
- While classic L&D strategies seek to solve existing problems, **curiosity-based strategies are designed to identify problems in advance** and prevent them from arising in the first place.
- **Stress, conformity and self-confidence** are the biggest curiosity blockers.

ABOUT THE AUTHOR

Stefaan van Hooydonk, the former chief learning officer for Cognizant, Flipkart and other leading companies, founded the Global Curiosity Institute. He is also the Dean and cofounder of the Earth Academy.



LONGLISTED

From Conflict to Courage

Marlene Chism (*Berrett-Koehler, 2022*)



getab.li/impact101

TAKE-AWAYS

- Learning to engage in conflict can help you become a better manager and grow personally.
- Conflict itself doesn't cause problems – mismanaging it does.
- Develop your capacity to confront conflict by learning to tolerate discomfort.
- As a leader, you have the responsibility to clarify and resolve conflicts.
- Managing conflict requires emotional intelligence and integrity.
- Get better at difficult conversations by reflecting, practicing and persevering.
- To break down resistance, use the phrase, “Would you be willing...?”
- Don't assume you know why people do what they do, and never try to change them.

FAVORITE QUOTES FROM THE BOOK

“Conflict can be your greatest teacher and a catalyst for leadership growth.”

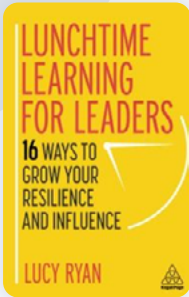
“Not knowing how to start a difficult conversation is one of the most common reasons for avoiding a conversation.”

WHAT THE JURY SAYS

“Too often, we think that learning leaders should focus on training new skills and knowledge. Not so. That is only one route to the real goal of L&D: performance. But what are the blockers in the way of performance? Marlene Chism explores how conflict, which is so imbued in our society that we often don't even notice it, can be a huge blocker to performance. She provides good advice on identifying and challenging conflict to remove friction at work and increase performance.” (DONALD H. TAYLOR, CHAIR OF THE LONDON LEARNING TECHNOLOGIES CONFERENCE, JUROR)

ABOUT THE AUTHOR

Marlene Chism is a consultant and speaker specializing in resolving workplace drama. She's the author of *No-Drama Leadership* and *Stop Workplace Drama*.



LONGLISTED

Lunchtime Learning for Leaders

Lucy Ryan (Kogan Page, 2021)



getab.li/impact104

TAKE-AWAYS

- Learning leaders are vulnerable, inquisitive, open-minded, hands-on and reflective.
- Move fluidly between your new roles as leader, manager and coach.
- Exhaustion can cripple you, so manage your energy wisely.
- Reward employees and offer work that suits them.
- Proactively nurture diversity and belonging.
- Put customers first.
- Harness your people's desire for change.
- Don't avoid difficult conversations.
- Build a resilient culture.
- Manage your reputation and how you "present."

WHAT THE JURY SAYS

"This book provides excellent tips for new and seasoned managers alike. It provides readers with strategies to successfully lead their teams, maintain positive mental and physical health, and make a lasting impact on their organizational culture." (PAUL SAHOTA, MANAGER OF L&D AT PERSEUS, JUROR)

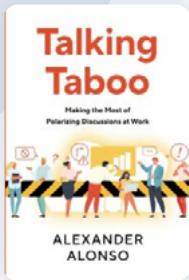
ABOUT THE AUTHOR

Dr. Lucy Ryan holds an MSc in positive psychology and a PhD in management and leadership, which she leverages in her coaching and leadership consulting practice.

FAVORITE QUOTES FROM THE BOOK

"Positive leadership encourages, empowers and energizes people. Negative leadership drains, discourages and demoralizes people."

"It's time to accept you have a personal brand and that your reputation is key to your leadership."



LONGLISTED

Talking Taboo

Alexander Alonso (SHRM, 2022)

TAKE-AWAYS

- Despite lifelong warnings from parents, teachers and bosses, most people can't resist talking about taboo topics.
- In discussions of taboo topics, people often seek to invalidate their opponents' thinking and beliefs.
- When challenged, most people will take a harder line on their opinions and beliefs.
- If they're equipped to listen and resist defensiveness, employees can benefit from conflict – and their organizations can, too.
- A simple framework can help people dissect and learn from conflicts.
- Conflicts involving race can become positive experiences if leaders encourage openness and empathy.
- When bias underlies conflict, leaders should respond with firm support for equity and fairness.
- Compassion, education and proactive conflict management can defuse – or even prevent – conflicts related to health and safety.
- Build a culture that fosters diverse perspectives.

FAVORITE QUOTES FROM THE BOOK

“What the working world needs most is the empathy in all of us.”

“Bias is inherent in each of us, yet we are rarely encouraged to think about how our biases affect others or how we interact with them.”

WHAT THE JURY SAYS

“The topic of diversity and inclusion in the workplace is by now well-known, appreciated and widely adopted by organizations worldwide. However, bringing together different perspectives, lived experiences and ideologies productively is still a difficult area to address – particularly when the world at large is becoming increasingly polarized, which is reflected in inharmonious workplace relationships. Alonso's title outlines a simple but highly applicable approach to engaging in productive conversations across difference, handling sensitive and divisive topics at work, and fostering empathy, respect, trust and cohesion.” (JANA EICHER, EDCONTENT LEAD AT THE GETABSTRACT LAB, JUROR)

AUTHOR INTERVIEW

[interview](#)

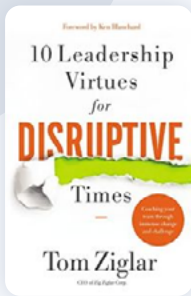
“One thing to note about involving a supervisor or HR is that it will have consequences, and it will have the kind of consequences that will affect not just one party, but both – whether we like it or not.” (ALEX ALONSO)

ABOUT THE AUTHOR

Alexander Alonso is chief knowledge officer for the Society for Human Resource Management (SHRM). He is a founding member of the SHRM Blue Ribbon Commission on Racial Equity in the Workplace.



getab.li/impact107



LONGLISTED

Ten Leadership Virtues for Disruptive Times

Tom Ziglar (Thomas Nelson, 2021)

TAKE-AWAYS

- COVID-19's disruption of work and employees' values calls for a new type of leader: the "Coach Leader."
- Coach Leaders apply 10 virtues to create thriving teams.
- Develop kindness until it becomes an automatic response.
- Foster selflessness by serving your team.
- Cultivate respect to create a collaborative atmosphere.
- Nurture humility to learn faster and adapt better.
- Gain self-control to face the future with calm.
- Remain positive and prepare your team for whatever comes.
- Be a light to lead others through darkness.
- Never give up. Stand firm during crises.

FAVORITE QUOTES FROM THE BOOK

"Instead of asking 'How do we lead during a time of crisis?' let's start with a different question: 'What is the purpose of leadership?'"

"We will always have a choice: Either fold up and go home or rise up and create a better world."

WHAT THE JURY SAYS

"Tom Ziglar's book is a great reminder that leadership and learning aren't just about developing skills and demonstrating competencies, but also about embodying virtues that allow others to thrive. No matter how disruptive the world of work becomes, these principles remain relevant and timeless for any leader who is invested in people's growth and development." (JANA EICHER, EDCONTENT LEAD AT THE GETABSTRACT LAB, JUROR)

AUTHOR INTERVIEW

[interview](#)

"Why would I ever leave a place where my coach leader is helping me grow towards my purpose and is protecting my quality of life?" (TOM ZIGLAR)

- **Disruptive times call for a "coach leader," someone who co-creates a plan of action with employees and protects their quality of life** while aligning their goals with the organization's purpose.
- **A coach leader asks questions rather than barks orders** and aims for continuous growth to keep up with continuous change.
- **A coach leader is inclusive**, and leads with kindness and respect.

ABOUT THE AUTHOR

Tom Ziglar is the CEO of Ziglar Inc. and the son of its founder, Zig Ziglar. He's a motivational speaker, executive coach and co-host of the business podcast The Ziglar Show.



getab.li/impact108



LONGLISTED

Work Better Together

Jen Fisher, Anh Phillips (McGraw-Hill, 2021)



getab.li/impact109

TAKE-AWAYS

- Authentic connection and meaningful workplace relationships nourish psychological well-being.
- Relentless striving to increase productivity and incorporate new technologies creates less humane work environments.
- Increase social bonds to combat the negative effects of technological dependency.
- Understand your work style, and that of your team members, to enhance collaboration.
- Emphasize well-being and healthy relationships to create strong team dynamics.
- Psychological safety, empathy and trust constitute the foundational pillars of a healthy team.
- Outdated and toxic ideas about overwork contribute to unhealthy workplaces.
- Create a personalized well-being plan to manage career pressures.
- Technology can't replace the importance of people skills.
- Set clear boundaries around your use of technology.

FAVORITE QUOTES FROM THE BOOK

“The theme of doing more in less time is a quiet drumbeat underneath so many company cultures that we hardly notice it.”

“Learning to be mindful, deliberate and realistic about work, and building in slack to your overall schedule, builds your capacity to thrive even through the most stressful times.”

WHAT THE JURY SAYS

“The authors convey an important message on prioritizing well-being for companies. They highlight the risks of loneliness and burnout in the workplace, and recommend using social bonds to counter technology dependency. This is not just a useful guide on working together as a team but also a reminder of social media's impact on well-being!”

(SIMON BROWN, CHIEF LEARNING OFFICER AT NOVARTIS, JUROR)

ABOUT THE AUTHORS

Jen Fisher is the chief well-being officer at Deloitte US and host of the podcast, *WorkWell*. **Anh Phillips** is co-author of *The Technology Fallacy* and a senior leader at Deloitte Consulting.

The Longlist

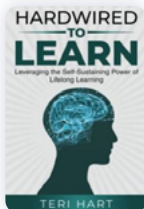
The getAbstract International Book Award “Learning Impact” category recognizes original contributions in the L&D and HR space. All nominated titles are must-reads for L&D leaders!



From Conflict to Courage

Marlene Chism (*Berrett-Koehler, 2022*)

getab.li/impact101



Hardwired to Learn

Teri Hart (*Teri Hart, 2021*)

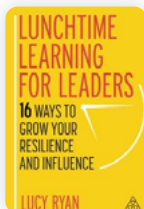
getab.li/impact102



L&D's Playbook for the Digital Age

Brandon Carson (*ATD, 2021*)

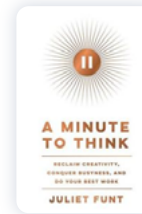
getab.li/impact103



Lunchtime Learning for Leaders

Lucy Ryan (*Kogan Page, 2021*)

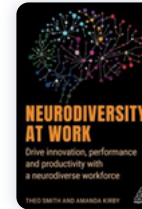
getab.li/impact104



A Minute to Think

Juliet Funt (*HarperBusiness, 2021*)

getab.li/impact105



Neurodiversity at Work

Amanda Kirby, Theo Smith (*Kogan Page, 2021*)

getab.li/impact106



Talking Taboo

Alexander Alonso (*SHRM, 2022*)

getab.li/impact107



10 Leadership Virtues for Disruptive Times

Tom Ziglar (*Thomas Nelson, 2021*)

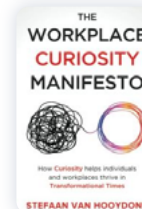
getab.li/impact108



Work Better Together

Jen Fisher, Anh Phillips (*McGraw-Hill, 2021*)

getab.li/impact109



The Workplace Curiosity Manifesto

Stefaan van Hooydonk (*Stefaan van Hooydonk, 2022*)

getab.li/impact110

Don't just learn it.

Do it.

Take L&D action with
insights + application.

}getabstract



About getAbstract

What can your workforce learn in 15 minutes? The right insight at the right time can make all the difference. getAbstract saves you countless hours looking for and evaluating content. Empower self-directed learning with summarized expert knowledge and learning tools. Align relevant content to your company's learning strategy, boost engagement and enable employees to put knowledge into action. getAbstract's experienced Customer Success Team will help you customize the solution to your needs.

Benefits



Time-saving

Access relevant, bite-sized knowledge in the flow of work



Actionable

Help your workforce transform knowledge into action



Customized

Tailor our solution to your company's specific needs



Tried and true

Benefit from 20+ years of experience working with leading companies

Unlock Your Company's Potential

getAbstract is the trusted learning solution of some of the world's most recognized brands and organizations.



Microsoft

FERRERO



EnBW

ATLASSIAN



Nationwide



citi

FedEx

e-on

NOVARTIS



Belfius
Bank & Verzekeringen

WESTERN
UNION

DAIMLER

Johann-Johann

DANONE

IBM

experian.

CONTACT US

Find out how getAbstract can help your organization succeed:

corporate@getabstract.com

www.getabstract.com

USA

Phone: +1 866 280 2824

getAbstract, Inc.

One Aventura

20900 NE 30th Ave. #315

Aventura, FL 33180 / USA

EUROPE

Phone: +41 41 367 5158

getAbstract AG

Alpenquai 12

6005 Lucerne

Switzerland