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Overall leadership ability can in general be improved more effectively by working on a leader's strengths rather than weaknesses, and leadership strengths can be improved by a form of "cross-training" using complementary strengths, according to John Zenger, Joseph Folkman, Robert Sherwin and Barbara Steel in this book.

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Zenger Folkman utilizes evidence-driven, strengths-based methods to improve organizations and the people within them. "Jack" Zenger and Joe Folkman are the cofounders of Zenger Folkman and bestselling coauthors of *The Inspiring Leader* and *The Extraordinary Leader*.

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[How to Be Exceptional: Drive Leadership Success by Magnifying Your Strengths Ng Your Strengths by John H. Zenger, Joseph R. Folkman, Robert H. Sherwin, Jr., and Barbara A. Steel was chosen by Soundview Executive Book Summaries as one of the Top 30 Business Books of 2013.](#)

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