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# The Organizational Champion: How to Develop Passionate Change Agents at Every Level

*Mike Thompson*

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The Four Core Principles That Energize People,  
Create New Markets, and Drive Results

# The Organizational Champion



How to Develop  
Passionate Change Agents  
at Every Level

MIKE THOMPSON, CEO, SVI

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**Mike Thompson : The Organizational Champion: How to Develop Passionate Change Agents at Every Level** before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Organizational Champion: How to Develop Passionate Change Agents at Every Level:

1 of 1 people found the following review helpful. Five StarsBy JOE THORNTONGreat book1 of 1 people found the following review helpful. Buy this bookBy Jay ThorntonThe Organizational Champion encourages you to learn about yourself as much as anything else suggested throughout the reading. I found the book engaging and memorable and a quick read, well worth the money. The subject matter was presented in an easy-to-implement fashion and ties well to online assets mentioned throughout. Case studies prove the well researched concepts and were some of my favorite parts of the book.The Organizational Champion is a movement, more so than simply a book and the writer and his team live this movement. I suggest this book to anyone that might be interested in learning more about themselves and growing in their personal and professional life. Buy the book, grab a notepad and paper and become part of the Organizational Champion movement.1 of 1 people found the following review helpful. What it takes to be an organizational championBy John ChancellorThis book is all about organizational champions: how to be one and/or how to develop them. The book starts by discussing the need for a new breed of leaders. Too many leaders/managers are settling rather than getting out of their comfort zone and doing the things necessary to move their organization to new levels of performance.As more and more companies move closer together in terms of talent, products and services, it becomes imperative for those that wish to move to the top to have leaders that are passionate organizational champions.According to Mike Thompson, "Organizational champions are enlightened change makers who are personally committed to mutual values, rather than self-centered ones, and relentlessly driven by possibilities."There are four core principles that define the organizational champion's philosophy: Enlightened, connected, change maker and opportunity minded.The book is divided into three parts. Part one focuses on the characteristics of an organizational champion. Part two is a how-to guide to becoming an organizational champion. Part three focuses on the benefits to the organization of having organizational champions in key positions.The book is well written, easy to read and has plenty of real life examples to illustrate the point.There are two points where I would take a slightly different view from the author. He expresses the belief that a balanced life as advocated by many is not aligned with the philosophy of an organizational champion. I believe that it is necessary to have balance in your life. Thompson seems to believe that balance means equality. I believe you can achieve balance between your business and personal life without coming anywhere near equal time devoted to either. In my opinion balance is about devoting the same level of attention to whatever you are doing.He also cites Jeff Webster as an example of an organizational champion but goes on to say that Jeff is "managing every detail." This seems contradictory to the idea of fostering and developing organizational champions.All in all, there are a ton of good ideas in the book. I believe that anyone looking for guidance in how to develop and nurture organizational champions in their organization would gain from the ideas and insights in this book.

A new style of leader is emerging from the world's most successful organizations. These dynamic men and women are driven by possibilities and absolutely committed to mutual values. Excited, creative, and alert, they are the new change makers. Imagine: an army of these outstanding leaders running your organization. The Organizational Champion is a priceless tool for enacting positive change through the use of an innovative new leadership model. Mike Thompson created the Organizational Champion philosophy to help such clients as Wal-Mart, PG, Dillard's, Tyson, VF Corporation, and J.B. Hunt enact positive change in their respective industries. Thompson now puts his proven leadership method to paper for the first time. The Organizational Champion will help you develop the personal foundations of solid, innovative leadership—from cognizance and self-awareness to trustworthiness and the ability to inspire. Grounding your leadership in these firm principles will fully prepare you to face the unprecedented challenges of today's business landscape. As an organizational champion, you will: Build global brand trust Establish an industry edge Execute transformational change Inspire high-performance teams Drive organizational growth and value The result of hundreds of interviews with CEOs and executives, thousands of surveys, and untold hours of painstaking research, Thompson's leadership method will steer your organization well into the twenty-first century, where profits and growth await.

From the Back CoverThe New Leadership Model for 21st Century Challenges The Organizational Champion presents a hands-on process that will break you loose from the limitations of outdated leadership models. By applying the wisdom and insight of organizational development expert Mike Thompson, you will ignite new energy and dynamism into your organization. Engaging and informative, the book examines the hallmarks of those leaders best equipped to handle the new, complex, and volatile global economy. These organizational champions lead their organizations to greatness by: Imagining all possibilities Enrolling others in complex change efforts Radiating personal energy Inspiring company culture Building trust through mutually beneficial initiatives The Organizational Champion leads you through the process of becoming an exciting, motivating leader and injecting the same traits into your entire management staff. The result will be an agile, effective organization guaranteed to give your company the edge in your industry.About the AuthorMike Thompson is the founder of SVI, a provider of innovative and highly effective leadership solutions to many of the world's most admired companies, and is a key consultant for Wal-Mart's culture and leadership initiatives. He is often a featured professor for John Brown University's

graduate courses in leadership and ethics. Previously, Thompson founded ThompsonMurray, an advertising firm that grew from a two-person start-up to a multi-million-dollar company serving clients such as PG, Energizer, Michelin, and Coca-Cola.