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business. Listening well. Leaders who take organizational conversation seriously know when to stop talking and start listening. Few behaviors enhance conversational intimacy as much as attending to what people say. True attentiveness signals respect for people of all ranks and roles, a sense of curiosity, and even a degree of humility.

Spotlight on leadership Leadership Is A Conversation

ham Professor of Business Administration at Harvard Business School in Boston and the author of Becoming a Manager: How New Managers Master the Challenges of Leadership (Harvard Business School Press, second edition, 2003).

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