



Seeking Stability: When Leaders Behave Badly

‘Jekyll-Hyde leaders’
can be corrected

A standing feature in *LTEN Focus on Training* magazine, Book Briefs lets members share tips and takeaways from their favorite business books. Reading a training-compatible book that you’d like to share with your LTEN colleagues? Complete our **simple submission form**.

Title: *Avoiding Unbalanced, Jekyll-Hyde, Leadership Development: Your Roadmap to Leadership Authenticity*

Author: KaJuan M. Billings, Ph.D.

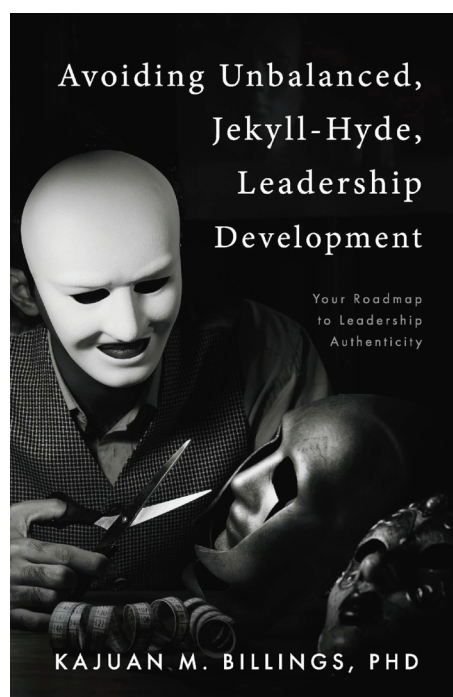
Book briefed by Kim M. Catania

Core Concept (The Elevator Pitch):

The idea behind the leadership phenomenon termed by KaJuan Billings is “Jekyll-Hyde leadership.” It focuses on the concept that some leaders present one persona in public – one who is charismatic, confident and decisive – while privately they behave inconsistently: harsh, insecure and reactive.

Billings shares that this gap between outward image and inner reality is not just personally damaging, but harmful to team members and, ultimately, the organization. It erodes trust, dismembers culture and undermines leadership effectiveness.

As a concise, practical guide toward leadership authenticity, this book provides psychological insight, tools and a roadmap for leaders at various stages to align their inner values, vulnerabilities and strengths with their outward leadership behaviors.



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Who Will Benefit From Reading This Book?

Leaders who sense there’s a disconnect between how they lead publicly vs. privately will benefit, along with emerging leaders who want to build a foundation of authenticity.

The book will also speak to leadership coaches, HR professionals and leadership development teams looking for frameworks to assist in the development of leaders. And, to organizations that want leaders who are more than just roles or titles and embrace value culture, trust and integrity.

Why Should I Read This? (The Takeaways):

The “Jekyll-Hyde” is a compelling metaphor that draws immediate attention to the tension many leaders feel between image and authenticity. This helps readers recognize discrepancies in their own behavior. Instead of just prescribing behaviors, the focus emphasizes self-awareness, introspection and vulnerability.

Leaders are encouraged to reflect on their motives, fears and values, something that’s often missing in leadership literature, which tends to focus more on external strategy or “how-to” tactics.

This book provides a practical, structured roadmap and easily implementable framework with action steps: self-assessment, aligning leadership style to values and continuous feedback. It is short, straightforward and accessible to busy professionals, which makes it a quick read that still delivers meaningful insight.

What Else Are You Reading? (If you liked this, you will like these too!):

- *Dare to Lead* by Brené Brown
- *Start with Why* by Simon Sinek
- *True North* by Bill George
- *The Seven Habits of Highly Effective People* by Stephen Covey
- *Extreme Ownership* by Jocko Willink and Leif Babin

Summary:

Avoiding Unbalanced, “Jekyll-Hyde,” Leadership Development: Your Roadmap to Leadership Authenticity is a practical guide for anyone looking to enhance their leadership in today’s complex environment. Billings addresses common problems in many organizations.

By leveraging a roadmap of self-examination, reflection and actionable strategies, readers can avoid falling into these “unbalanced” leadership traps to cultivate authenticity and consistency, regardless of title. Billings draws on his experience as a corporate executive and leadership coach, leveraging real-world anecdotes from his own career and coaching practice to be hands-on and empower readers with tools they can use immediately.

As the book blends case studies, coaching advice and checklists for personal development, it is applicable to both emerging leaders and experienced executives.

There are clear steps for self-assessment and growth for readers to implement. With focus on authenticity and emotional intelligence, it will resonate with readers tired of one-size-fits-all leadership manuals and be a valuable resource for leaders aiming to create lasting, positive change in their organizations. ■



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