

Book Review; The Fluent Leader

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“A very helpful and practically relevant book: the concept of Functional Fluency is introduced in a clear and understandable manner, the relevance for the contexts of leadership and change management is highlighted and explained transparently. Connections to established models from these areas are also suggested. The explanation does not contain any technical terms from Transactional Analysis, meaning **the model can be easily understood without prior TA knowledge.** Nevertheless, the connections to TA will be apparent for readers with the appropriate background knowledge.

With **short case studies and reports from the authors' own coaching and consulting practice,** the book invites you to reflect on your own behavioral patterns in typical leadership situations. **This allows readers to critically reflect on their own strengths and weaknesses** and, through the Functional Fluency Model, provides **valuable inspiration as to which behaviors can be used to create more sustainable relationships** and thus more effective behavior **in the operational context of leadership and change management.**

The relevant behaviors are **clearly illustrated** using the “golden five”. The “purple pitfalls”, behaviors that consume a lot of energy and are not helpful in achieving goals, help us understand why, in everyday life situations for managers or change agents, things often go differently than planned or hoped for.

For me, **the strength of this book lies in the practical relevance and direct applicability of Functional Fluency in everyday leadership situations.** Through reflection, **I was able to sharpen my perception and sensitivity in dialogue with my team and thus expand my skills** in “accounting” in the sense of the model. This allowed me to learn more about my own behavioral patterns and, instead of just reacting, consciously decide how my communication can contribute to better relationships with my team. This worked well from the start and helped me to waste less energy on frustrating and unproductive discussions.

All in all, reading the book was a valuable coaching session that helped me to further develop in my role as a manager. I was able to perceive everyday conversation situations differently and expand my behavioral repertoire. Emphasizing the relevance of being a role model and providing valuable tools to support this helped me to focus on this aspect of my leadership role.”