

# LEADING BEYOND YOUR PRESENCE

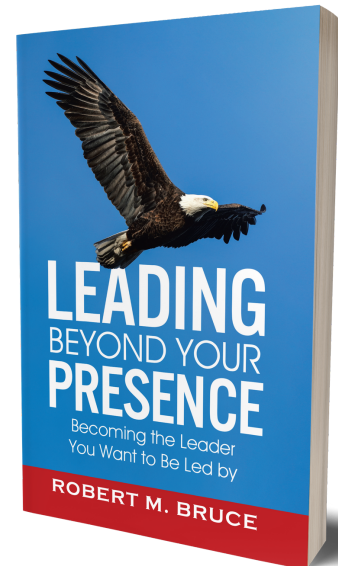
Becoming The Leader You Want to be Led By

BY ROBERT M. BRUCE

Where have all the trustworthy, credible, accountable leaders gone? Leadership today has been tarnished by entitled, selfish, unaccountable, untrustworthy individuals whose only agenda is to seek power, titles and positions. No venue has gone untouched, whether it be public, private or political. These leadership posers have created an environment that has precipitated diminished expectations, lowered standards and increased acceptance of a diluted version of leadership.

Retired Ontario Provincial Police Chief Superintendent Robert M. Bruce, a decorated thirty-three-year veteran, shares his leadership journey by combining his extensive experience and observations as both a student of leadership and, more importantly, a practitioner. This senior police commander, coach, and corporate speaker provides a unique, insightful blueprint to leading beyond your presence, becoming the leader you want to be led by.

*Leading Beyond Your Presence* establishes that great leadership is attainable and necessary for those willing do the unceremonious preparation it takes to lead, while bringing to light the catastrophic consequences of accepting the status quo of leadership mediocrity. Leadership is an honour and privilege to those entrusted to lead; being worthy of that trust is a continuous journey. *Leading Beyond Your Presence* is an imperative vanguard on anyone's leadership journey.



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<b>AUTHOR:</b>	Robert M. Bruce	<b>PAPERBACK:</b>	978-0-2288-5253-7
<b>EMAIL:</b>	poi.leadership@gmail.com	<b>HARDCOPY:</b>	978-0-2288-5254-4
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## ABOUT THE AUTHOR

Robert Bruce's career spanned 33 years as a member of the Ontario Provincial Police. Retiring as a Chief Superintendent, Robert enjoyed the honour and privilege of leading the OPP in a number of diverse and challenging commands over his distinguished career. He has integrated and inspired innovation, creativity, leadership, accountability, high standards and vision to members under his command, as well as in his personal life as a coach and mentor.

Chief Bruce is a decorated officer earning several prestigious awards and accolades throughout his career which have recognized his pride, passion, professionalism, sacrifice, courage, commitment, creativity, innovation and leadership.

Through his career and life experiences, Chief Bruce has learned how important discipline, accountability, self-awareness, fitness, mission focus and team skills are in stressful and high-risk situations. Being comfortable with uncomfortable and leading in the midst of chaos are paramount characteristics and hallmarks in getting people and organizations to perform at their peak. Chief Bruce has the proven ability to turn those words into action and bring out the very best in individuals, teams and organizations. Today, retired Chief Bruce is a sought-after speaker sharing his experience and expertise.



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# A LOOK INSIDE

## FOREWORD JULIAN FANTINO

I am deeply honoured to have the privilege of reflecting on the substance of a truly thought-provoking insight into the dynamics of leadership in action as recounted through the knowledge and experience of Robert BRUCE a retired Chief Superintendent with the Ontario Provincial Police (OPP), the second-largest police agency in Canada.

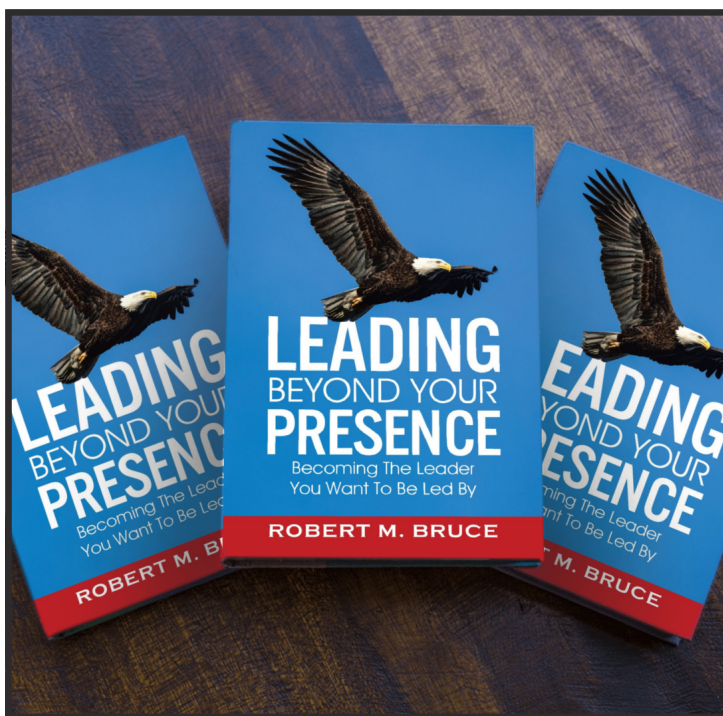
During my time as the Commissioner of the OPP, I quickly identified Bob as a consummate law enforcement professional. Everything about Bob exuded pride in self, the police profession and the organization. His standards were high and his example of leadership in action was an inspiration for me and others who aspired to excel and succeed in an often difficult and high-risk environment.

There are many books and articles written about every aspect of leadership. So too, the topic has been the subject of countless seminars, training modules and much academic posturing often missing the credibility of a direct relationship to how leadership is actioned and demonstrated in challenging times especially when the wheels come off and critical decisions need to be made.

The breakdown of topics Bob highlights in his book represent the reflections of his hands-on experience acquired during his travels through a distinguished police career, a critical credibility factor based on lessons learned, the triumphs and even failures of an inexact science which is as much a learned craft as is the quality of the individual leader.

In his book, Bob has recognized the differences between the authority bestowed on an individual by virtue of rank, status or designation that are often confused with actual leadership capabilities. Leadership is an activity that can be demonstrated widely by a diversity of individuals often rising to meet the challenges of the moment.

In summary, I can state confidently my personal endorsement of Bob's candid breakdown of examples of tried, proven and at times the failures and breakdown of leadership in action. A must-read for aspiring leaders, but even more so, for individuals in current positions of leadership within the law enforcement community and beyond.



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