



Book club
REVIEW

Which books should be keeping leaders and managers awake at night?
Edge reviews some of the most intriguing titles around

Kind –
The Quiet Power of Kindness at Work

Authors Graham Allcott
Price £20, Bloomsbury

How important is kindness at work?

The title alone made me want to read this book; we all need kindness in our personal and professional lives.

Allcott, an author, speaker and entrepreneur, opens the book with a heartfelt personal story, which

underpins the sentiment of what I can only describe as an amazing book that is kindness-centric.

It is organised into three parts. Part one analyses the science of kindness, taking a deep dive into the research and performance outcomes when kindness takes centre stage at work.

Part two introduces ‘the three myths of kindness’ – the evil-genius myth, the pushover myth and the do-gooder myth, which aids clarification of what kindness is and isn’t in the workplace. Part three gifts us the eight



principles of kindness, reminding us in principle one that kindness begins within.

This brilliantly written book includes illustrations, exercises, questions for reflection, challenges, case studies and even impactful quotations. It combines research with real-world scenarios seamlessly. I thoroughly enjoyed every page; it resonated with me on a deep level and I can understand how it has won several awards.

We all need kindness role models, and this book will help shape better leadership, culture and performance. I totally recommend adding this book to your leadership collection. **E**

The Belonging Paradox – How to Solve the Global Empathy Crisis

Author Danny Gal
Price £12.99, LID Publishing

Can we blend our uniqueness with togetherness?

I was intrigued by the title, curious to understand what ‘the belonging paradox’ is. Gal defines it as “the ongoing tension between our need for connection and our desire for individuality”.

Gal, a leadership coach and social entrepreneur, takes us on a fascinating



journey of self and societal discovery. Structured into 15 chapters, the book packs an immense amount of content, research, stories and curiosity onto every page.

The opening chapters focus on empathy: the psychology behind it, collective empathy disorder and the empathy deficit – eye-opening content.

I found chapter four, titled ‘Listening’, extremely insightful: the explanation of the four levels of listening – downloading, factual, empathetic and generative – and the importance of listening to ourselves heightened my own awareness.

The mid chapters explore belonging on an individual level, in relationships and within organisations. The final chapters look at belonging in a global societal and conflict context, including an effective and practical guide for connective leaders.

Gal’s knowledge, wisdom

and experience are displayed in every aspect of this book. It will have you thinking deeply and inspire you to become more connected and empathetic, on every level. **E**

About the reviewer



Belinda O’Neill is a business, leadership and wellness consultant, and founder of Be Inspired

To Be. She is an award-winning author, speaker, event facilitator, podcaster and educator. She is also a business and community ambassador, and a judge for the National StartUp Awards. Belinda was highly commended for Institute Advocate of the Year 2025.