

## Literature Review

*The Coming Jobs War* is a book written by Jim Clifton, a chairman of Gallup. In the book, Clifton affirms that creation of jobs and prosperous entrepreneurship are the most pressing concerns of a nation, which are on a level with environmental degradation, threat of global terrorism, and even outdoing runaway authority spending. The book is based on findings from Gallup's Nation Poll, which uncover allegations of the job war in everything from the financial side to America's moral rule in the world. The purpose of the book is to provide a description for attacking the jobs' subject. Clifton says that the answer to making good jobs must be found not in the federal government, but in the cities. He argues that promoting job creation and entrepreneurship must be the only purpose and mission of cities' business leaders, philanthropists and government. In his critique, Jim Clifton states that many cities will prosper by declaring war on healthcare costs, low graduation rates, community disengagement, low workplace energy, brain drain, and job loss. In the book, Clifton argues that these are the things that ruin cities, destroy city GDP and ruin job growth.

The structure of the book is a way in which all the elements are interrelated or organized. The structure of *The Coming Jobs War* is well arranged, which enables the reader to understand it well. The book contains a bibliography that consists of the title, publisher, date of publication; these are a few basic elements required in a well-structured book. The book also consists of facts about the author, and this background information is an important element in book structuring. Clifton also classifies his book as a non-fiction book and gives the topic he wants to cover. He uses facts to offer his intention to readers and provides a summary of the book's content that he wants readers to understand. The mentioned elements are necessary for a well-structured book. Clifton has given examples as reference points which the reader can get acquainted with. The

author provides some information regarding such countries as China, which are developing at a quick rate. Such information makes it easy for readers to understand Clifton's points. He also presents many facts that have made it possible to raise the economy.

The book offers a good understanding of leadership to readers. Additionally, it gives academic learning on leadership programs to scholars. The book explains the importance of government combining efforts to generate creation of jobs. The leaders should not mind their own self only, but work hard to contribute to the growth of the world's economy. In *The Coming Jobs War*, Jim Clifton states that a breakthrough will arise from the uniting of great universities, local leaders and big cities. Their unity will be able to solve the problems associated with job creation in the cities. As explained in this book, world leadership is graduating from military or political power to an era where the economy of a given country will determine the country's position in the globe. Clifton describes the creation of more jobs and growth of the GDP as the main modern sources of power. His assumption is that a true leader is able to satisfy his people with enough jobs and a good economic growth. *The Coming Jobs War* contributes to the understanding that leadership should be weighed on the basis of the economic development and that a leader is able to provide a region and state with the job market. The book describes countries such as China, which economy and availability of jobs to the citizens is rising at a quick rate every year. The author considers China as successful country that will control the world power in the next 30 years. The book can be termed as a source of leadership theories acquired from research and observation from both the developed and developing countries. For instance, Clifton uses China to expose the advantages of promoting jobs and concentrating on economic growth over political and military power. China has turned to be a successful state from the way it conducts the economic policies as well as expands to the other countries to create

jobs through securing contracts abroad. On the other hand, the writer presents America as a country which power in the globe might fade in the next few years because of the rule practiced. The book by Clifton is written on the basis of practice in the cities; it studies the causes of success in the countries that are developing at a quick rate.

In his book *The Coming Jobs War*, Clifton successfully delivers his main message, which has become possible because the book has now spread to all parts of the world. The book is used as a source of leadership related courses, which is another factor that has made it reach a big number of people. Having this book taught at schools makes Clifton able to teach the young people who are taking the leadership of the world. By doing this, he has exposed most parts of the world to his new theories of leadership. In reference to the structure of the book and self-explanatory language used by Clifton, a big number of scholars are able to understand and put in practice what they read in *The Coming Jobs War*. On the other hand, the book has also served as a challenge to the leaders who hold traditional leadership methods and has brought light into their leadership views. In America, most of the cities and states are now applying Clifton's theory in their leadership hence making their regions successful.

*The Coming Jobs War* by Clifton refutes the previous thinking about leadership where military and politics were believed to be the source of power. Clifton disapproves these beliefs, describing modern leadership as a state where the leader is able to offer economic growth in his area of responsibility. The factors of gender equality, influence and the so-called mighty jobs are believed to be the control of leadership in history. Clifton refutes these ideologies, terming economic growth and job creation as the key factors that should control the leadership in a region. The book also suggests that local leadership should be used to supplement modern leadership, since the best way to develop is through starting from the cities and local areas. As a

result, this will support the presence of local and tribal leaders towards the development of the economy and creation of jobs. The book also complements the work done by super mentors. The author recommends that they should be part of the modern leadership since they promote economic growth and job creation. Universities and learning institutions are also regarded as a source of power through shedding light upon the lives of people hence opening more job opportunities. Consequently, this promotes the economy of a country and offers people the ability to create self-employment.

I would recommend this book to be used at schools and as a demonstration of the modern leaders. The book offers good ideologies which are based on critical thinking, research and observing the states that have grown at a quick rate. In other words, if Clifton's theories are put in practice, all the countries, states or towns adopting this new culture of leadership will be successful and avoid investing billions of money on issues such as military and politics. On the other hand, Clifton's theories offer a better solution to such current problems that affect America and other countries in the world as unemployment and poor economy. If today nations compete on economic development, there will be no deaths or people displacement different from what occur in the current leadership of political and military power. At the same time, the solutions offered in *The Coming Jobs War* are helpful both to an individual and the nation at large. When a person gets a good job, he is able to develop at a personal level, which eventually reflects in the country's economic development. Firms and organizations, which are already established, are also addressed with honor in this book hence ensuring their existence and maintaining them as a source of employment.

To sum up, the use of Clifton's book in schools serves as an eye opener to the young people hence preparing them for leadership in a way that will promote national development. It

is evident that leadership is changing, and leaders are avoiding human suffering. They are more concentrated on development and issues that benefit their areas of responsibilities. However, there are some leaders who still cling on traditional leadership theories such as military and politics. With the introduction of these theories and study of this book in many schools, the world leadership will change for the better in the near future. As described in the book, development in the cities and small towns can be achieved through tribal and local leaders in an area. As this new theory of leadership is been adopted in many cities, it is evident that it will bring a change all over the world.