

《It's Okay to Be the 》

图书基本信息

书名：《It's Okay to Be the Boss-The Step-by-Step Guide to Becoming the Manager Your Employees Need - 你也能》

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作者：Bruce Tulgan

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内容概要

Every manager in America seems to be terrified of being labeled a micromanager. he or she is contributing the epidemic spread of under – management. In this call – to – arms, consultant and speaker Bruce Tulgan puts his finger on biggest problem in corporate America: no one wants to be the boss. No one wants to take responsibility and tell their employees what to do and how to do. More important, no one wants to follow up and make sure that assignments were done and done right.

Making a clear distinction between managers who interfere with the work at hand and managers who are simply afraid to take charge by setting clear goals and evaluating work, Tulgan opens our eyes to the undisciplined workplace that is frustrating workers at every level. Giving a clear path to becoming a strong manager, Tulgan will empower you to be the boss. But first you have to accept the responsibility and learn how to manage yourself.

Tulgan, author and expert on Generation X workers (born between 1965 and 1977), considers what he calls the epidemic of "undermanagement" in corporate America--or, the failure of managers to take daily charge of the work environment and tell employees what to do and how to do it. He identifies seven big management myths, including there not being enough time to manage people; that to be fair, everyone should be treated the same; and the desire of managers to be "nice guys." Today's change in corporate culture from long-term employees working their way up the ranks to short-term workers in flattened organizations reporting to project managers who "empower" them leads to failure, because employees are not really free and managers are not trained. The author decries managers' lack of guidance, direction, feedback, and employee support, and he responds in this book with hands-on management advice that he clearly differentiates from micromanagement. The author tells us, "Taking the first step toward effective managing takes discipline and guts." An excellent book.

Mary Whaley

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Get in the Habit of Managing Every Day
Learn to Talk Like a Performance Coach
Take It One Person at a Time
Make Accountability a Real Process
Tell People What to Do and How to Do It
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