

My Way Or The Highway The Micromanagement Survival Guide

My Way or the Highway My Way Or the Highway Micro-Managers
Survival Guide: Strategies for Letting Go and Trusting Your
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by the author of the bestselling bad attitude survival guide
more than 40 000 copies sold named one of the top business books
of 1998 by executive book summaries everyone thinks they know
what micromanagement is but this book presents a specific

detailed definition illustrated with concrete examples offers successful strategies for overcoming your own micromanaging behavior and for responding when you are being micromanaged micromanagement is one of the most widely condemned managerial sins and one of the most common employee complaints it results in significant direct indirect and hidden costs to organizations contributing to low morale high turnover inefficiency instability and lack of continuity and being perceived as a micromanager can have a significant negative impact on your career but what precisely is micromanagement more importantly what can be done about it in my way or the highway harry chambers proves that micromanagement can be objectively identified and successfully resisted both by those who often unknowingly inflict it and by those who are its victims in an informal entertaining style chambers describes five specific defining traits of micromanagers placing their own self interest above everything else controlling and manipulating time attempting to determine exactly how everything must be done requiring elaborate approval processes and establishing dysfunctional monitoring and reporting requirements he even provides a micromanagement potential indicator test so you can see whether and to what extent you might be a micromanager he then devotes a chapter to each trait providing real world examples of the trait in action and an analysis of the damage it does but this is not just a book of diagnosis chambers provides treatment as well he devotes several chapters how to respond if you are the micromanagee a victim of micromanagement how to eliminate your own micromanaging behaviors and what to do if you have to manage a micromanager avoiding micromanagement should be a major goal of every manager would be manager team member or collaborative peer my way or the highway offers detailed actionable field tested strategies that will eliminate the damage that overcontrolling behavior causes and increase creativity risk taking productivity and initiative in any organization

in developing background material for a corporate training session on avoiding the traps of micromanagement i found zero publications on this specific topic a key word search of various internet engines yielded over twenty five thousand hits on micromanagement there were many articles and references yet no publications obviously it is an important topic of interest but no one has given it formal definition or delved into corrective strategies this book defines micromanagement separates illusion from reality offers diagnostic tools and identifies corrections

it is intended to offer structure to the discussion

the purpose of the micromanager s survival guide strategies for letting go and trusting your team is to help managers directors supervisors project managers and new managers avoid the pitfalls of micromanagement the book aims to provide practical strategies and actionable advice to help managers let go of control trust their team and achieve better results the book is designed to be a guide for new managers who may be struggling with micromanagement it offers a step by step approach to help managers identify the root causes of their micromanagement tendencies and provides practical strategies for letting go of control the book includes case studies real world examples and exercises to help managers apply the concepts they learn to their own situations

this book supplies a simple memorable and effective formula to solve problematic behaviors in the work environment and life in general an invaluable guidebook it will help readers move beyond mediocrity and achieve happier more successful lives the work life equation six key values that drive happiness and success is for the millions of people and business managers who are surrounded by bad behavior with its attendant mediocre or unsatisfying results at work and in their private lives but who hope and dream for happier and more successful lives the book begins with a frank explanation of the need for self awareness and self improvement then describes how the winning formula and the equation for happiness and success in work life h s f 4c 2r can be applied via six types of behaviors to effect sweeping changes the formula means happiness and success can be achieved by is a function of cooperation consideration compassion courtesy respect and responsibility the book focuses not just on the meaning of these values but also on how to better live them it concludes with a self assessment tool for the individual team or organization to complete that enables objective measurements of behaviors and identification of areas of potential improvement dismissing the familiar corporate value clichés the author focuses on six key values most readers probably learned as kids but have forgotten about in adulthood or didn t realize were still apt and relevant the book provides priceless information and guidance for all readers but will be especially appreciated by those in the corporate workplace interested in self improvement and success educators and business students executives looking to shift their firm s behavioral atmosphere in a positive direction and individuals seeking inspiration and hope in their daily lives

no one likes micromanagers they are petty dictators they constantly interfere with their employees they waste everyone's time they hurt morale they reduce productivity they make staffers' lives hellish the problem is micromanagers exist in almost every office nearly eight out of 10 employees report that they work for micromanagers or have in the past despite its near universal prevalence few executives managers or supervisors acknowledge micromanagement as a personal failing harry e chambers discusses why micromanagement occurs he teaches you how to deal with a micromanager whether you work for that person or he or she works for you and he explains how to eliminate your own micromanagement tendencies getabstract applauds chambers for his thoughtful treatise on a common and odious problem particularly note his recommended tactics for dealing with a micromanager's outbursts proactively before they occur it's like making sure dynamite doesn't explode by never connecting the fuse

human resource management in hospitality cases adopts a practical case based approach to develop critical thinking and problem solving skills in future hospitality managers using tried and tested real life scenarios this book thoroughly prepares hospitality students for a career in the field chapters are comprised of 75 short vignettes split into nine sections that reflect and cover the primary challenges facing hospitality managers on a daily basis including leadership credibility building and managing employee performance managing a diverse workforce dealing with problem behaviors and many others all contextualised within the hospitality industry with a main think point and series of questions for each case the book is a highly insightful and engaging read suggested answers and solutions to the questions can be found within the extensive online resources that complement the book each section is also contextualized and theorized with an additional reading section organized by key concept this book will be essential for all students of hospitality and an invaluable resource for current practitioners in the field as well

learn how to lead and manage people in an organization that values process over departments and horizontal organization over vertical structure dubrin suggests specific ways and provides tools to free yourself from traditional management paradigms and grasp the new leadership protocol

want to get those difficult colleagues off your back and restore your sanity nyu psychology professor tessa west shows you how

have you ever watched a colleague charm the pants off management while showing a competitive machiavellian side to the lower ranks they don't hesitate to throw peers under the bus but their boss is oblivious to their bad behaviour what about a constantly interrupting colleague or an over bearing manager while these jerks stress us out in small ways throughout the day they aren't technically breaking any rules so we're expected just to put up with them until now tessa west has already helped thousands of people resolve their most pressing workplace issues and here she draws on a decade of original research to profile classic workplace archetypes including the gaslighter the bulldozer the credit stealer the neglecter and the micromanager giving advice to anyone who's ever hidden in the bathroom to cry at work she digs deep into the inner workings of each bad apple exploring their motivations and insecurities and offers clever strategies for stopping each type of jerk in their tracks know a jerk at work this proactive approach reveals the single most effective way to achieve emotional wellbeing at work

america is hurtling toward socialism what should a free market capitalist do with his money economist jerry bower a frequent contributor to the national review townhall and forbes online editions presents a crucial investment guide for laissez faire thinkers as the nation enters its most disturbingly anti wealth and anti business era in history

practical advice from marsha d lewin on success as a consultant over these decades of consulting the most successful consultants i've known were self starters whose enthusiasm individualism and drive did not blend with big business norms they saw a problem identified what needed to be done and went on to solve it they didn't wait for committees to pass on the idea and to run it up the corporate ladder for serial approval on surviving in a cyclical economy plan ahead for the inevitable downturn in the economy that's clearly the way to be in the best position to be able to endure the hard times the down cycle may not be accommodating enough however to hit us after we've put away all the money we had planned on and will need for the future that's why advance planning strategies must be supplemented by strategies to cope with an existing economic peril and once you've made it through the dangerous times you'll want to evaluate your situation to ensure that you adjust your strategies from survival mode to those that enable you to plan ahead until the next threat on strategy strategies are fundamental mental and emotional underclothes visible only to you and yours our strategic plan is the mooring the underpinning that we use as

our target for the tactics with which we deal in our daily lives on controlling expenses i emphasize reviewing your expenses periodically because situations change and pricing of various options changes as well if you make decisions on a never again basis you might find you are paying way too much for the basic services and you are merely causing yourself to work harder to stay in the same place from the consultant s survival guide when businesses government agencies and other organizations are faced with problems they can t solve on their own they turn to you the management consultant for expertise perspective and rational solutions but what happens when your business is threatened by forces you can t control who helps you put your problems in perspective analyze your situation and find a remedy is there a consultant s consultant there is now in her thirty years as a management consultant marsha d lewin has seen it all the booms the busts the endless uncertainties she knows that some consultants ride out the tough times with relative ease while others equally talented are quickly overwhelmed in the consultant s survival guide she reveals 14 strategies that will keep your consulting practice going through good times and bad and she offers specific tactics you can use to make sure your strategies succeed you ll learn how to cut expenses in hard times without undercutting the quality of your services keep your fees up and your clients smiling avoid giving away the store when writing a proposal ensure that your work produces a tangible result for clients use downtime to build up your business expand the geographical perimeters of your client base market your services without spending a dime develop and maintain a reputation as a competent conscientious reliable consultant many of the strategies and tactics you ll discover in this book will help boost your profits in any business climate others are rules to live by that should influence every action of your professional life all are practical steps that you can implement easily to make your practice stronger more profitable and more fit for survival starting today

provides hands on real world advice on how to hire motivate and keep today s higher educated less loyal employee

what does a foster kid need to do to overcome his or her harsh beginning and make a successful transition into adulthood author paul enrique knowlton answers this and other questions surrounding the foster care experience knowlton and his siblings first generation cuban americans entered the new jersey foster care system in 1965 they remained in foster care for various lengths of time until they met again ten years later but their

reunion was short lived in the years that followed the siblings scattered and struggled but as they grew into adults they bonded and prospered now after twenty years of gathering information knowlton presents the original foster care survival guide which will give foster children and former foster children the critical guidance they need to overcome their experience and prosper in their new lives with access to this unique combination of wisdom and knowledge no foster child present or former will ever wonder what do i need to do to get out of this mess

a critical guide through the tangled thicket of hype assumptions and facts about quality of service in ip networks scott bradner senior consultant at harvard and transport area director ietf the next wave of internet services will include voice and video as well as data supporting this will be the next generation of multiservice network platforms this technology guide provides a comprehensive examination of the tools used to construct multiservice internet networks and provides up to the minute solutions that deliver accurate services detailing every part of this important topic this book covers the latest in standards work quality of service architectures detailed evaluation of performance tuning tools and design guidelines for achieving optimum performance from internet networks with this book you ll gain an unprecedented look at the key issues that arise when engineering internet networks to deliver defined levels of performance and learn how to fully utilize the wide array of service performance tools that are available in current internet networks networking council books put technology in perspective or decision makers who need an implementation strategy a vendor and outsourcing strategy and a product and design strategy series advisors are three of the most influential leaders of the networking community visit our site at wiley.com/compbooks visit the networking council site at wiley.com/networkingcouncil

practical methods for solving messy problems in the office from underperformance to office romances to interpersonal conflicts perfect solutions for difficult employee situations gives you effective techniques for solving 401 sticky employee situations drawing on top psychological and management methods to help you avoid problems and prepare for you when they do arise this survival guide features perfect phrases for responding to difficult or uncomfortable situations and treating employees with sensitivity and concern addressing hot button topics such as fairness poor performance diversity sex anger and inappropriate behavior each chapter features a script for the

solution and extra advice for such challenges as handling a crisis in an employee's life negotiating salary and announcing pay cuts managing personal problems from body odor to personal calls responding to accusations of sexual harassment addressing generational problems enlisting expert assistance

do your employees hide when you walk in the room do you take on more than you can chew because you're the only one that can do it right the first time do you immerse yourself into the tiny details instead of looking at the big picture you may be a micromanager after being tormented by two micromanagers within her career chayla cooper author of 5 keys to job promotion through the eyes of david and goliath and 5 keys to leadership through the eyes of moses takes a dive into the mind of what it means to be a micromanager these type of individuals who love to take control of every situation rely only on their own experience and slightly intimidate their way to the top are not actually all big and bad as they seem stop micromanaging will demonstrate what micromanaging really says about your personality it's not all bad what to do before you delegate tasks how to retain your best employees the one trick to lowering your anxiety if you want to become a better manager for your team or if you wish to learn how to take the sting out of the micromanager in your life then scroll up and click the buy now button today

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