

My Way Or The Highway The Micromanagement Survival Guide

My Way or the HighwayMy Way Or the HighwayMicro-Managers Survival Guide: Strategies for Letting Go and Trusting Your TeamAcademy of Management Annual MeetingHow to Survive and Thrive in an Empty NestSoviet ManagementA Struggle to SurviveThe Nonprofit Handbook, ManagementThe Publishers WeeklyLetting GoLives in the LawCaught in the MiddleWill Secular India Survive?When Titans ClashedStop MicromanagingThe China MiracleThe Great Battles of AntiquityThe Foundations of Bureaucracy in Economic and Social ThoughtAACN Essentials of Critical Care Nursing, Third EditionFour-dimensional Leadership Harry E. Chambers Harry E. Chambers Lloyd Bumanglag Academy of Management Jeanette C. Lauer Barry M. Richman David S. Honeyman Tracy D. Connors Alfred Edward Kahn Lawrence Douglas Rick Maurer Mushirul Hasan David M. Glantz Chayla Cooper Justin Yifu Lin Richard A. Gabriel William Ieuan Jenkins Suzanne M. Burns William P. Fisher

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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

parents whose children are leaving home face many conflicting emotions ranging from grief and loss to relief and even exhilaration a time of new beginnings

time to enlarge old relationships expand personal vistas and set new directions for life this guide offers a step by step approach to help readers turn their empty nest into growth and positive change

study of management activities at the enterprise level in ussr industries the problem for managers is to combine central economic planning of the collective economy and local level decision making wage incentives and profits management attitudes during planning process personnel management an occupational sociology problem significant comparisons with management activities in the usa

this book examines the issues surrounding the funding of higher education the book is divided into 10 chapters 1 the financing of higher education david s honeyman and megan bruhn 2 the value of investments in higher education capturing the full returns terry s geske 3 state funding formulas promise fulfilled mary p mckeown 4 accountability and quality evaluation in higher education john v lombardi and elizabeth d capaldi 5 benefit and retirement issues in higher education jay l chronister 6 responsibility centered management an approach to decentralized financial operations edward l whalen 7 funding public education with a state lottery is education the winner susan robinson summers 8 funding for community colleges changing patterns of support dale f campbell et al 9 funding the multipurpose community college in an era of consolidation james c palmer and 10 competition for limited resources realities prospects and strategies richard l alfred individual chapters contain references mah

an easy to use desktop reference on operational policies and procedures for nonprofit organizations it offers managers a set of standardized policies and procedures that can be applied to most nonprofit organizations regardless of their size or the particular type of service provided includes numerous sample forms management checklists model reports and suggested policy statements that can be adapted to meet the specific needs of any organization applies the latest developments in business management quality management continuous improvement reengineering self renewal etc to the nonprofit sector brings together the expertise of over 40 nonprofit managers and consultants annual updates will present the latest trends and developments in the nonprofit sector

examines how the lives of individuals social groups and nations are fashioned by their engagement with the law

an introduction and practical guidelines for the development of partnership between managers and employees and for the creation of an environment in which it will thrive written especially for middle managers annotation copyright book news inc portland or

examining the causes behind the use of hindutva this volume studies the role of secular parties and the muslim leadership in precipitating what some believe is a hindu backlash against a certain brand of secularism contributors include aijaz ahmad amrita basu neera chandloke radhika desai amitava kumar and martha nusssbaum among many others

by the time pearl harbour had ripped apart america s peacetime pretensions the german blitzkrieg had already blasted the red army back to the gates of moscow yet less than four years later the soviet hammer and sickle flew above the ruins of berlin stark symbol of a miraculous comeback that destroyed the german army and shattered hitler s imperial designs

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 moises takes a dive into the mind of what it means to be a micromanager these type a 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

using a historical comparative and analytic approach grounded in mainstream economics the authors develop a consistent and rational framework of state owned enterprises and individual agents to analyze the internal logic of the traditional chinese planning system in this revised edition the authors update the data and information in the book and include a new chapter on the impact of china s wto accession on its reform

beginning with megiddo the first battle in history for which there is a relatively detailed account of strategy and tactics gabriel and boose provide a systematic survey of major battles wars and campaigns

these two landmark volumes prepared by leading authorities in the field locate bureaucracy in its proper historical and theoretical context they demonstrate

that far from being a spent force bureaucratic organisations and processes are and will continue to be of central importance in the new millennium volume i outlines both the changing historical forms of bureaucracy and its operation in contemporary political systems before moving on to examine the detail of bureaucratic structures and processes volume ii discusses bureaucrats in action and the political dimensions of bureaucratic power in addition it explores the various critiques of bureaucracy before analysing the recent agendas for bureaucratic reform and the strengths and weaknesses of alternative structures these two authoritative volumes will be essential reading for political scientists historians organisational and administrative theorists and students of public sector management old and new

concise yet thorough guidance on how to safely and competently care for adult critically ill patients and their families a doody's core title for 2017 endorsed by the american association of critical care nurses aacn and written by top clinical experts in critical care nursing this textbook covers all the must know details on the care of adult critically ill patients and their families supported by helpful tables and algorithms the book's practical building block organization starts with the basics before proceeding to more complex concepts aacn essentials of critical care nursing includes essential content found in ecco essentials of critical care orientation an online program offered by aacn key information necessary to successfully prepare for ccrn certification in critical care nursing and much more aacn essentials of critical care nursing is divided into four sections the essentials presents core information that new clinicians must understand to provide safe competent nursing care to all critically ill patients regardless of their underlying medical diagnoses pathologic conditions covers pathologic conditions and management strategies commonly encountered among adult critical care patients advanced concepts in caring for the critically ill patient moves beyond the essentials and presents advanced critical care concepts or pathologic conditions that are less common or more specialized than expected in critical care practice key reference information features normal laboratory and diagnostic values algorithms for advanced cardiac life support troubleshooting guides for hemodynamic monitoring summary tables of critical care drugs and cardiac rhythms and treatment guides learning aids include knowledge competencies that can be used to gauge progress and essential content case studies with questions and answers to further reinforce your knowledge

featuring an integrated comprehensive approach to total leadership this volume takes a life cycle matching approach that stresses matching the right individual at the right time in the development of an organization the companion volume leadership exercises taking a leadership role in the hospitality industry provides 50 real life exercises designed to provoke thought discussion and insight the authors examine the individual as the leader the life cycle the organization and the community as they relate to leadership for those interested in a unique comprehensive approach to leadership

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