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# HBR's 10 Must Reads On Managing People



## Synopsis

HBR's 10 Must Reads series is the definitive collection of books for new and experienced leaders alike. Leaders looking for the inspiration that big ideas provide, both to accelerate their own growth and that of their companies, should look no further. HBR's 10 Must Reads series focuses on the core topics that every ambitious manager needs to know: leadership, strategy, change, managing people, and managing yourself. Harvard Business Review has sorted through hundreds of articles and selected only the most essential ones on each topic. Each title includes timeless advice that will be relevant regardless of an ever-changing business environment. Classic ideas, enduring advice, the best thinkers: HBR's 10 Must Reads. Managing people is fraught with challenges - even if you're a seasoned manager. Here's how to handle them. If you listen to nothing else on managing people, you should at least hear these 10 articles. We've combed through hundreds of Harvard Business Review articles and selected the most important ones to help you maximize your employees' performance. HBR's 10 Must Reads on Managing People will inspire you to: Tailor your management styles to fit your people Motivate with more responsibility, not more money Support first-time managers Build trust by soliciting input Teach smart people how to learn from failure Build high-performing teams Manage your boss

## Book Information

Audible Audio Edition

Listening Length: 8 hours and 7 minutes

Program Type: Audiobook

Version: Unabridged

Publisher: Audible Studios

Audible.com Release Date: August 4, 2015

Language: English

ASIN: B00ZDWETAW

Best Sellers Rank: #49 in Books > Business & Money > Human Resources > Human Resources & Personnel Management #114 in Books > Audible Audiobooks > Business & Investing > Leadership & Management #319 in Books > Business & Money > Management & Leadership > Management

## Customer Reviews

If you are looking for a quick introduction to the ideas of a number of thought-leaders on how to manage people, this book is a good resource. The ideas discussed in this book include: Daniel

Goleman: There are six leadership styles - coercive, authoritative, affiliative, democratic, pacesetter and coaching. The most effective leaders are able to change between these styles when appropriate. Frederick Herzberg: Punishments and rewards are ineffective tools for motivating people. Instead, try enriching their jobs by removing controls, giving employees more information, and giving access to greater challenges. Manzoni and Barsoux: Employees who are viewed as weak performers often live down to expectations because the supervisor's attempts at performance management result in worse rather than better performance. Carol Walker: New managers often perform poorly because they have not learnt the skills of delegating, getting support from above, projecting confidence, focusing on the big picture, and giving constructive feedback. Marcus Buckingham: Great managers do not try to change their employees. Instead, they tweak roles to capitalize on individual strengths, create personalised incentives, and tailor coaching to unique learning styles. Kim and Mauborgne: Harmony in the workplace required fair process, including inviting input from employees affected by a decision, explaining the thinking behind decisions, and providing clear expectations. Chris Argyris: An organization's smartest and most successful people are often poor learners because they have not had the opportunity for introspection that comes with failure. Banaji, Bazerman and Chugh: Everyone has unconscious biases which affect decisions.

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