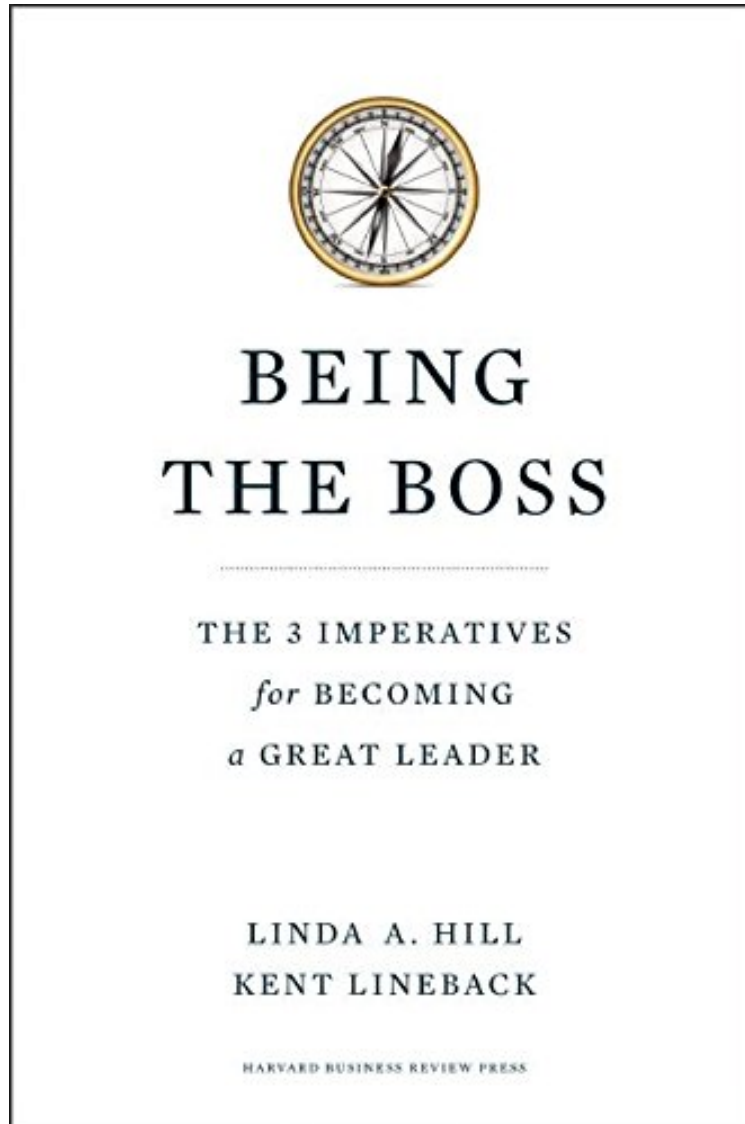


(Download pdf) Being the Boss: The 3 Imperatives for Becoming a Great Leader

Being the Boss: The 3 Imperatives for Becoming a Great Leader

Linda A. Hill, Kent Lineback

*DOC | *audiobook | ebooks | Download PDF | ePub*



#61722 in eBooks 2011-01-11 2011-01-11 File Name: B004CFAZYU | File size: 79.Mb

Linda A. Hill, Kent Lineback : Being the Boss: The 3 Imperatives for Becoming a Great Leader before purchasing it in order to gauge whether or not it would be worth my time, and all praised Being the Boss: The 3 Imperatives for Becoming a Great Leader:

1 of 1 people found the following review helpful. Easily worth the money. By Brandon Cobb Almost done with the book and it has already transformed my Managing style for the better. This book is an eye-opener as well as a great reassurance that you are not alone in the "paradoxes" and struggles you go through as a Manager. Furthermore it is encouraging to find practical remedies for those commonplace struggles. The best part about the book is that it doesn't

stop at theory. It asks GREAT questions that readers should really meditate on and apply in real time. I am a young Manager though I have been Managing people for over 5 years now. I am learning a lot about myself and the organization I am a part of because of this book. I think I will buy it for our entire staff. Thanks, Linda! 2 of 2 people found the following review helpful. A powerful resource for any manager

By Mark P. McDonald

When I was coming up the ranks we all observed that whenever someone on our team was promoted into management, they changed. At the time we used to joke that they had a 'management lobotomy' as they seemed to no longer care about things that used to matter. It wasn't until I was promoted that I realized the differences when you are a being a manager. Explaining those differences and how you become an effective manager what Being the Boss is all about. This is one of those rare books's that takes a serious and comprehensive look at the practices, processes and personal traits required to be an effective manager and leader. It is highly recommended for anyone making the transition to becoming a manager as well as a reference that managers should consult when the going gets tough. Encourage your HR department to buy every manager a copy, as the book is a virtual MBA level orientation and course on management and leadership. Taking this approach will save your company significant time and money, as this book will help managers more than most management training out there. Here is why:

Hill and Lineback provide a powerful study of the management from the perspective of showing and telling new managers what they need to know and how to adapt to being a manager rather than a team member. The book contains a mix of academic discussion and allegory that illustrates the major points. The combination makes for a book that is thick with good advice and accessible explanation that helps managers realize why things are different and how they need to adapt and change their approaches. The book will challenge their thinking without compromising the courage required to become the boss. Hill and Lineback center their advice on three specific and important tasks facing new managers.

Managing yourself
Managing your network
Managing your team

The book then goes into detail by providing a discussion of the realities associated with the modern organization and how that shapes the way managers build their success. At times the book goes almost into too much depth, becoming akin to an operating manual than a guide for management. Experienced managers will see these discussions as a bit redundant, however careful reading and consideration of these explanations will help even the most experienced manager. The authors take a very real political view of management in the modern organization which leads the point out that managers have to hold their nose and accept the less attractive aspects of managing in a corporate reality. While this is very realistic, it also tells new managers that the system is what it is and they have little chance of changing it. Being the Boss avoids becoming a dry manual by illustrating it is advice through an ongoing story of Jason Pedersen, a new manager that is being thrown from the frying pan into the fire. The credible story around the management challenges Jason faces not only raised the accessibility of the advice, but also helps you identify with the practices. The authors use the allegory as effectively as Goldratt does in the Goal. One unexpected bonus in the book is that Jason is working on a technology intensive project making Being the Boss mandatory reading for new IT managers, at least in my opinion. Overall this is a strong book on a strategic subject. It is unique from the perspective that this is not a study of managers or management, rather it is a hard look at what it means for someone -- you -- to be a manager. Hill and Lineback show you how managers need to work and explain why they need to work that way. At times you will find the chapters sometimes go down in the weeds, but that is ok as new managers have a lot to learn. I know I did and often still do.

0 of 0 people found the following review helpful. ... lot of managerial philosophy writings which was insightful and great. However

By Abdullahi Ahmed

I read a lot of managerial philosophy writings which was insightful and great. However, Being the Boss is one of those outstanding and real to managerial settings. I will highly recommend any manager willing to improve his/her staff to read Being the Boss. The book encompasses all aspects of management. I really admired the starting anecdotes which leads to you problem/solution scenarios.

You never dreamed being the boss would be so hard. You're caught in a web of conflicting expectations from subordinates, your supervisor, peers, and customers. You're not alone. As Linda Hill and Kent Lineback reveal in Being the Boss, becoming an effective manager is a painful, difficult journey. It's trial and error, endless effort, and slowly acquired personal insight. Many managers never complete the journey. At best, they just learn to get by. At worst, they become terrible bosses. This new book explains how to avoid that fate, by mastering three imperatives:

- Manage yourself: Learn that management isn't about getting things done yourself. It's about accomplishing things through others.
- Manage a network: Understand how power and influence work in your organization and build a network of mutually beneficial relationships to navigate your company's complex political environment.
- Manage a team: Forge a high-performing "we" out of all the "I"s who report to you.

Packed with compelling stories and practical guidance, Being the Boss is an indispensable guide for not only first-time managers but all managers seeking to master the most daunting challenges of leadership.