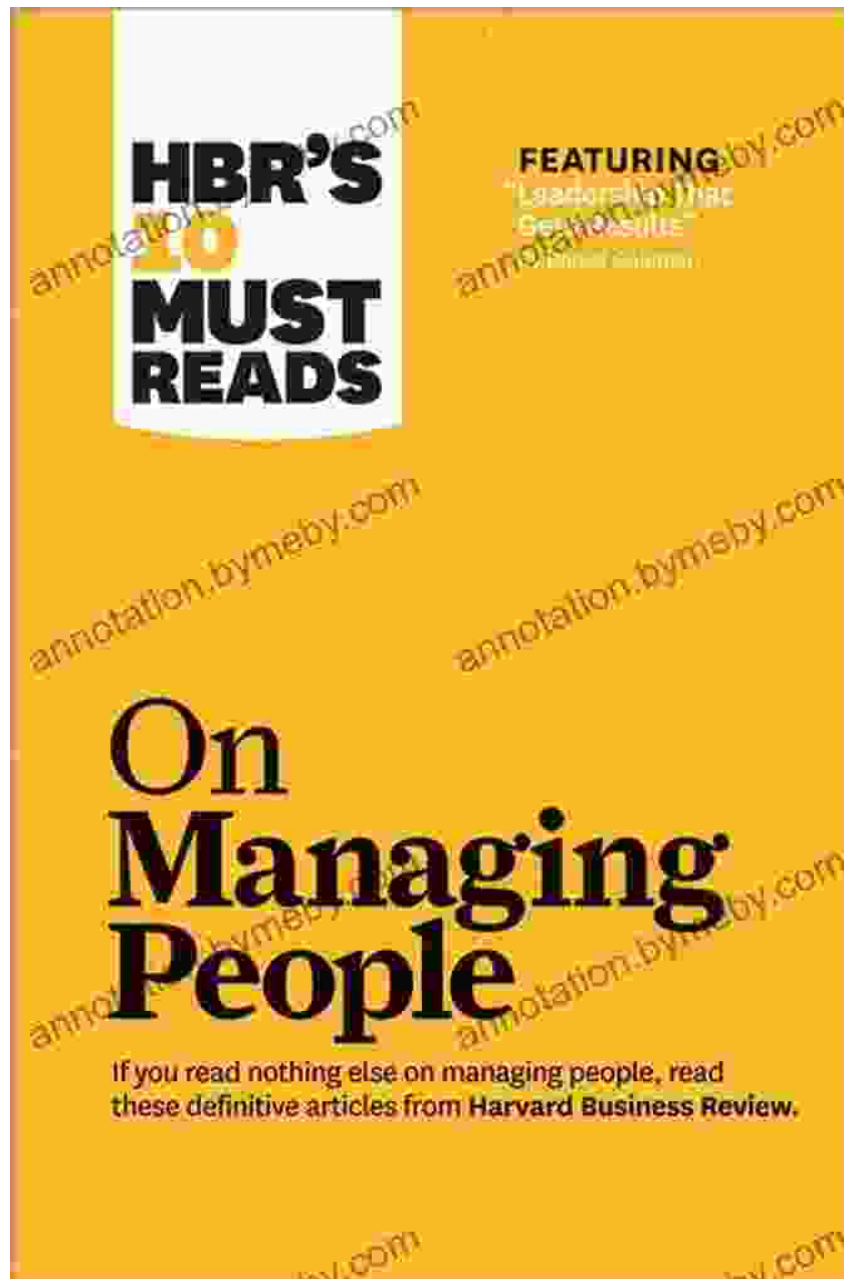


HBR 10 Must Reads on Managing People: Unlocking the Secrets of Leadership That Gets Results



Effective people management is the cornerstone of organizational success. When leaders possess the skills to motivate, inspire, and empower their

teams, it creates a ripple effect that transforms the entire workplace environment. The ability to manage people effectively is not an innate talent, but rather a skill that can be cultivated and enhanced over time. To help you embark on this journey, we present to you "HBR 10 Must Reads on Managing People," a groundbreaking compilation of essential insights from Harvard Business Review's most influential articles.



HBR's 10 Must Reads on Managing People (with featured article "Leadership That Gets Results," by Daniel Goleman) by Dolly Chugh

★★★★☆ 4.6 out of 5

Language : English
File size : 7084 KB
Text-to-Speech : Enabled
Screen Reader : Supported
Enhanced typesetting : Enabled
X-Ray : Enabled
Word Wise : Enabled
Print length : 235 pages



Chapter 1: The Making of a Leader

In this seminal article, Daniel Goleman delves into the five key elements that define exceptional leadership: self-awareness, self-regulation, motivation, empathy, and social skill. He emphasizes the importance of emotional intelligence in effective leadership and provides practical tips for developing these essential qualities.

Chapter 2: How to Be a Great Boss

Marcus Buckingham and Curt Coffman explore the fundamental principles of effective management, highlighting the importance of creating a positive and supportive work environment. They emphasize the role of setting clear expectations, providing meaningful feedback, and recognizing employee achievements.

Chapter 3: The Feedback Fallacy

Francesca Gino and Bradley Staats challenge the traditional view of feedback, arguing that it is often ineffective and even counterproductive. They propose a more nuanced approach that focuses on providing specific, timely, and actionable feedback that supports employee growth and development.

Chapter 4: Why Employees Are Always Resisting Change

Robert Kegan and Lisa Lahey examine the psychological barriers that often impede organizational change. They identify three primary resistance points: fear of the unknown, loss of control, and threats to identity. Understanding these barriers can help leaders develop more effective change management strategies.

Chapter 5: The Power of Positive Deviance

Richard Pascale, Jerry Sternin, and Monique Sternin present an inspiring framework for innovation and problem-solving. They argue that by studying and emulating the behaviors of "positive deviants" - individuals who achieve exceptional results despite limited resources - organizations can harness the power of unconventional thinking.

Chapter 6: Building the Emotional Bank Account

Stephen Covey introduces the concept of an "emotional bank account," a reservoir of trust and goodwill that can be built or depleted through interactions with others. He emphasizes the importance of making deposits into this account through empathy, integrity, and consistency.

Chapter 7: The Five Dysfunctions of a Team

Patrick Lencioni presents a compelling model for understanding the common dysfunctions that plague teams, including absence of trust, fear of conflict, lack of commitment, avoidance of accountability, and inattention to results. He provides practical guidance on how to overcome these dysfunctions and build high-performing teams.

Chapter 8: The Medici Effect

Frans Johansson explores the concept of the "Medici Effect," which refers to the creative synergies that arise when diverse individuals from different fields collaborate and cross-pollinate ideas. He argues that leaders can foster innovation by creating environments that encourage cross-disciplinary collaboration.

Chapter 9: What Great Managers Do

Marcus Buckingham and Curt Coffman further develop their research on effective management in this article. They identify four key roles that great managers play: talent magnet, talent developer, performance optimizer, and culture curator. They provide specific strategies for excelling in each of these roles.

Chapter 10: The Challenge of Employee Engagement

Teresa Amabile and Steven Kramer explore the factors that contribute to employee engagement and its impact on organizational performance. They identify three key elements of engagement: challenge, recognition, and community. They provide actionable advice on how to create a work environment that fosters engagement and drives productivity.

This comprehensive guidebook is an indispensable resource for anyone aspiring to become a more effective people manager. By mastering the principles and techniques outlined in these ten must-reads, you will gain the knowledge and skills necessary to unlock the potential of your team, drive organizational success, and create a workplace where people thrive and excel.

Invest in your leadership journey today with "HBR 10 Must Reads on Managing People." The insights contained within these pages will empower you to become a catalyst for positive change and achieve extraordinary results.

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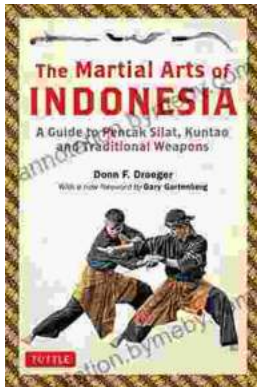
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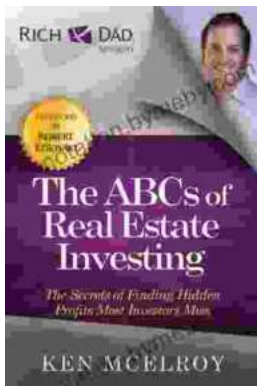
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