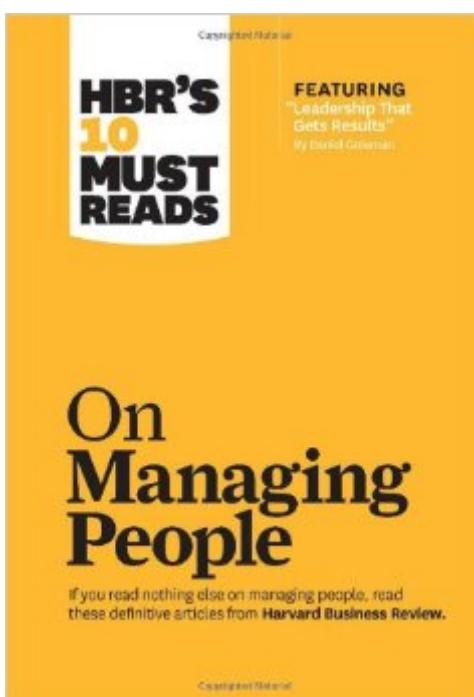# HBR's 10 Must Reads On Managing People (with Featured Article “Leadership That Gets Results,” By Daniel Goleman)

Synopsis

Managing people is fraught with challenges—even if you're a seasoned manager. Here's how to handle them.If you read nothing else on managing people, read these 10 articles (featuring “Leadership That Gets Results,â • by Daniel Goleman). 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 bossThis collection of best-selling articles includes: featured article "Leadership That Gets Results" by Daniel Goleman, "One More Time: How Do You Motivate Employees?" "The Set-Up-to-Fail Syndrome," "Saving Your Rookie Managers from Themselves," "What Great Managers Do," "Fair Process: Managing in the Knowledge Economy," "Teaching Smart People How to Learn," "How (Un)ethical Are You?" "The Discipline of Teams," and "Managing Your Boss."

Book Information

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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,

pacesetting 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.

HBR's 10 Must Reads on Managing People (with featured article “Leadership That Gets Results,” by Daniel Goleman) HBR's 10 Must Reads on Communication (with featured article “The Necessary Art of Persuasion,” by Jay A. Conger) HBR's 10 Must Reads on Strategy (including featured article “What Is Strategy?” by Michael E. Porter) HBR's 10 Must Reads on Change Management (including featured article “Leading Change,” by John P. Kotter) HBR's 10 Must Reads on Teams (with featured article “The Discipline of Teams,” by Jon R. Katzenbach and Douglas K. Smith) HBR's 10 Must Reads on Managing Yourself (with bonus article "How Will You Measure Your Life?" by Clayton M. Christensen) Storytime with Daniel: Thank You Day; Friends Help Each Other; Daniel Plays Ball; Daniel Goes Out for Dinner; Daniel Feels Left Out; Daniel Visits the Library (Daniel Tiger's Neighborhood) HBR's 10 Must Reads on Managing People HBR's 10 Must Reads on Leadership HBR's 10 Must Reads on Managing Yourself The “First” Learning to Print Book, Grades PK - K HBR's 10 Must Reads on Strategy HBR's 10 Must Reads on Change Management HBR's 10 Must Reads on Emotional Intelligence HBR's 10 Must Reads on Communication HBR's 10 Must Reads on Strategic Marketing Emotional Intelligence: Secrets From Experts Travis Bradberry and Daniel Goleman Daniel Gets Scared (Daniel Tiger's Neighborhood) The Ten Things A New Manager Must Get Right From The Start!: Managing People Simplified (Business Skills Handbook Series- Managing people

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