Don't Kill the Bosses!: Escaping the Hierarchy Trap

Samuel A. Culbert, John B. Ullmen
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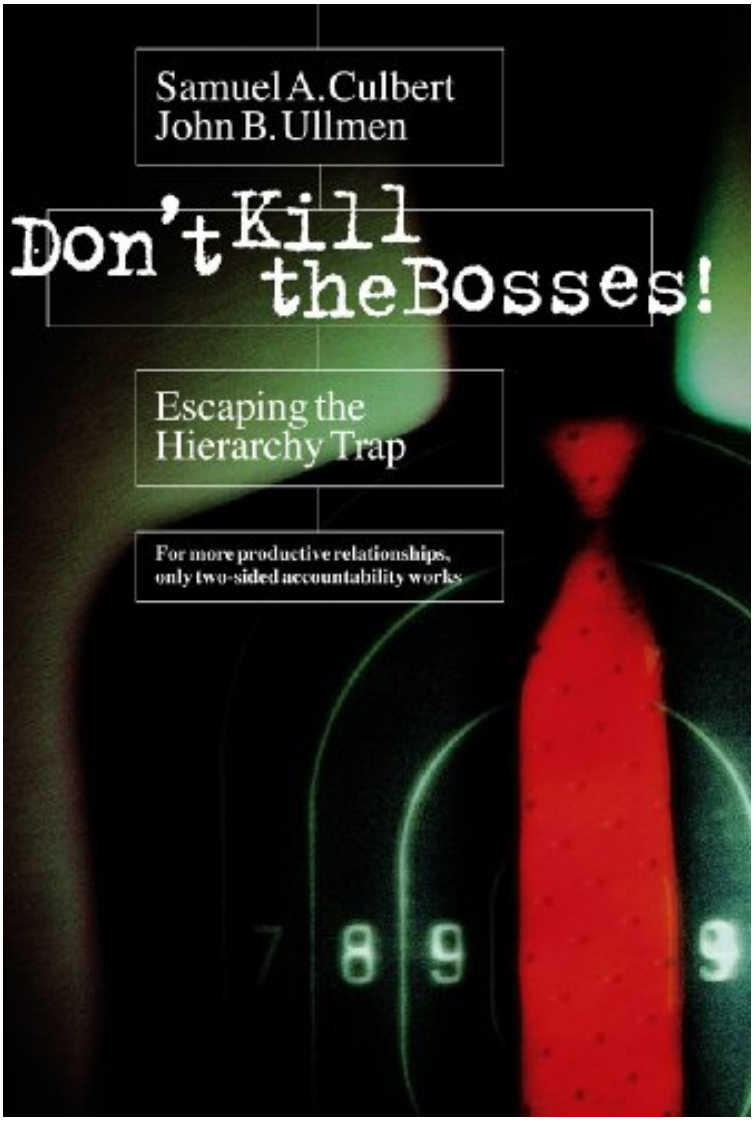

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Samuel A. Culbert, John B. Ullmen : Don't Kill the Bosses!: Escaping the Hierarchy Trap before purchasing it in order to gage whether or not it would be worth my time, and all praised Don't Kill the Bosses!: Escaping the Hierarchy Trap:

5 of 5 people found the following review helpful. Eye-Opening and Mind-OpeningBy A CustomerThis is an excellent book which has begun to significantly change the way I perceive my workplace and how I act within it. These new insights by Culbert and Ullmen are exceptionally focused and proactive - And I have been looking for some methods of dealing with these issues that are both realistic and EFFECTIVE. After many years in the workforce, I was beginning to look at many organizations and systems with a "that's just the way it is" mentality - but this book has well-

defined strategies for breaking out of that trap. I highly recommend this book for all businesses - but especially my co-workers and friends in large companies - who can benefit greatly in their dealings with large-company politics and management issues.1 of 3 people found the following review helpful. Great gift for your boss!By A CustomerI wish this book had come out a few years ago: I would have given it to my last boss. He was inspired as a leader and devoted to our organization's mission. However, he created an environment in which hierarchy dictated all relationships and communication. As a result, lots of great people left after only a few years. Had this book been out then, I would have gotten it for him as a holiday gift. It offers focused analysis of pitfalls that characterized our organization, why and how those pitfalls cause so much damage, and how to repair them and create a new corporate culture. Hopefully others will be able to benefit!3 of 4 people found the following review helpful. Quite simply one of the best books of management I've read!By A CustomerDon't kill the bosses has been an eye-opener to me and all the people I gave it to. It showed me the origins of wicked and unsuccessful boss-subordinate relationships and the means to radically alter this unsatisfactory state of affairs.Applying the principles of this book can improve both the efficiency of work and the meaning that bosses and subordinates derive from it.This is an absolutely must-read!

The boss/subordinate relationship is an age-old problem cited in almost every management book and on-the-job survey as an area rife with dishonesty and inefficiency. All too often, subordinates spin the truth for those above while bosses fail to establish the conditions required for subordinates to tell it to them straight. The end result is warped communication, corrupt internal politics, illusionary teamwork, pass-the-buck accountability, and personal dispiriting- and the company is always the big loser.Don't Kill the Bosses! reveals the "trap" created when people fail to differentiate between the positives of hierarchical structure and the negatives of hierarchical relationships. Far from being opposed to hierarchy, the authors believe strongly that an accurate and cleanly defined organization chart is vital. But they show how to implement an alternative model of hierarchy: two-sided accountability. Drawing on case studies from their consulting practice, Culbert and Ullmen show how this new model leads to a freer flow of information, more creative problem-solving, and quicker response to changing conditions.Unlike other books that acknowledge boss/subordinate relationships as a systematic, continuing problem and offer skill development suggestions for dealing with it, Don't Kill the Bosses! tells how to think about the problem in a way that will enable readers to understand the steps they need to take to change things. It diagnoses what's missing in boss/subordinate relationships, connects what's wrong with them to personal and organizational outcomes, and defines the whole new mentality required to make them work successfully.