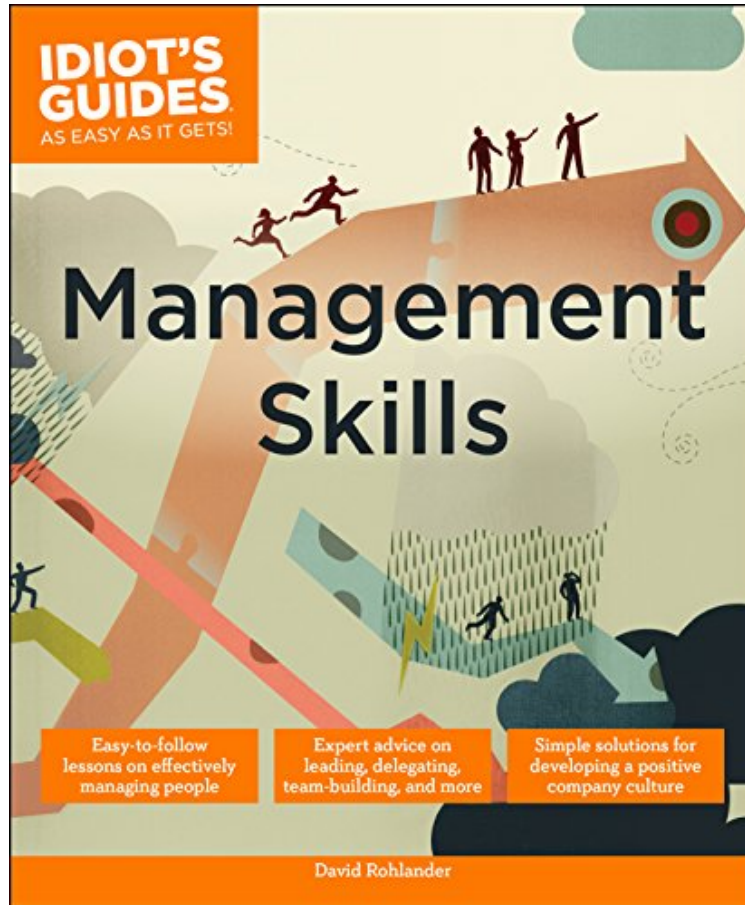


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David Rohlander

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David Rohlander : Management Skills (Idiot's Guides) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Management Skills (Idiot's Guides):

5 of 5 people found the following review helpful. Management -- the Big Picture the Practical Details By Steve Davidson PhD This is the best management book I've ever read. Here's why. It seems like a lot of management books are either heavy on theory, or heavy on practicalities. That's probably because most people are talented on the describing side of the street (declarative knowledge), or they are talented on the performing side of the street (procedural knowledge). It's rare to find someone who can work both sides of the street. Dave Rohlander (who has an MBA) has pulled off the trick of painting the big theoretical picture and then integrating that with the nitty-gritty details of how to get things done, resulting in a whole, functioning management system. For example, making a general statement, Dave says that a good leader is a good listener. Fine. We have all heard that. But what does that translate into practically speaking? Dave tells us in six simple examples, such as asking employees, "How could we make the system simpler and still maintain or improve quality?" As another example, he suggests we should "hire the best and brightest" to staff our organizations. Again, fine. But Dave then funnels down from that generality into a whole series of savvy practicalities, such as for a sales position: 1) use assessments to get a comparable baseline for each candidate,

2) have candidates role-play their potential job, 3) hand them your pen and have them sell you your pen, 4) grade them on their attitude, adaptability, sensitivity, and anything else you think is important, 5) take them out on an actual sales call or networking event and observe their interactive style. He even provides lists of sharply-focused interview questions and a system for rating the answers. Management Skills is like that all the way through. Like a good mentor, it walks the novice manager through the management forest, showing the lay of the land, and then points out the critical trees as well. For the experienced manager, Management Skills could serve as a useful summary and reminder. Mr. Rohlander has provided us with a strong and reliable guide to what, in some ways, is the most important profession in the world. 1 of 1 people found the following review helpful. Five Stars By Customer I've read many strategic management books ! This is without a doubt the laser beam of strategy !

Being a manager is tough, and being a first-time manager is even tougher. Idiot's Guides: Management Skills is a hands-on guide to helping managers of all experience levels survive and thrive in the often murky and difficult world of management. Readers of all skill levels will benefit from this book. First-time managers will learn how to make the transition from peer to leader, how to formulate their own management style, the basics of managing people, how to recruit and hire key talent, and how to communicate constructively. Experienced managers will benefit from proven advice and techniques to help fine-tune their skills and deal with many of the most common problems that every manager is confronted with - from hiring and firing, to dealing with problem employees, to motivating and inspiring employees to be self-driven and successful. Along the way all readers will learn essential skills that will help them be more successful as a manager and employee.