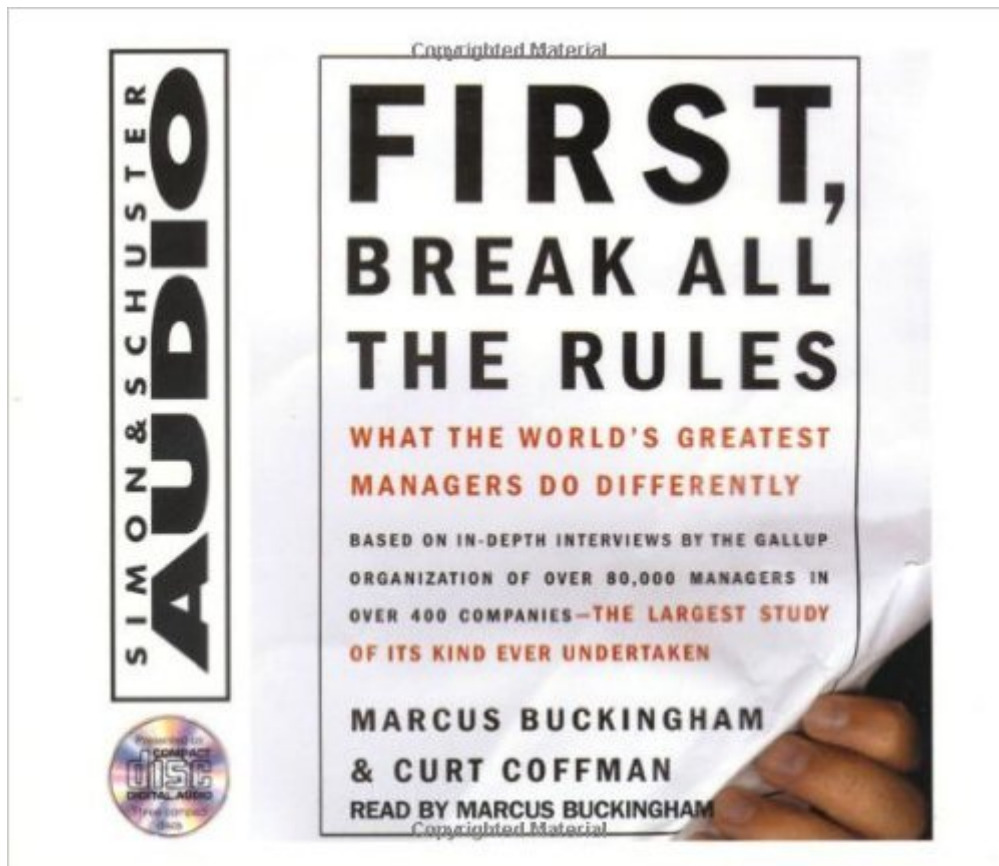


The book was found

First, Break All The Rules: What The Worlds Greatest Managers Do Differently



Synopsis

In *First, Break All The Rules*, Marcus Buckingham and Curt Coffman of the Gallup Organization present the remarkable findings of their massive in-depth study of great managers across a wide variety of situations. Some were in leadership positions. Others were front-line supervisors. Some were in Fortune 500 companies; others were key players in small, entrepreneurial companies. Whatever their situations, the managers who ultimately became the focus of Gallup's research were invariably those who excelled at turning each employee's talent into performance. In today's tight labor markets, companies compete to find and keep the best employees, using pay, benefits, promotions, and training. But these well-intentioned efforts often miss the mark. The front-line manager is the key to attracting and retaining talented employees. No matter how generous its pay or how renowned its training, the company that lacks great front-line managers will suffer. Buckingham and Coffman explain how the best managers select an employee for talent rather than for skills or experience; how they set expectations for him or her -- they define the right outcomes rather than the right steps; how they motivate people -- they build on each person's unique strengths rather than trying to fix his weaknesses; and, finally, how great managers develop people -- they find the right fit for each person, not the next rung on the ladder. This audiobook is the first to present this essential measuring stick and to prove the link between employee opinions and productivity, profit, customer satisfaction, and the rate of turnover. There are vital performance and career lessons here for managers at every level, and, best of all, the audiobook shows you how to apply them to your own situation.

Book Information

Audio CD

Publisher: Gallup Press; Abridged edition (November 1, 2000)

Language: English

ISBN-10: 0743510119

ISBN-13: 978-0743510110

Product Dimensions: 1 x 5.8 x 5.2 inches

Shipping Weight: 8 ounces

Average Customer Review: 4.5 out of 5 stars [See all reviews](#) (577 customer reviews)

Best Sellers Rank: #354,645 in Books (See Top 100 in Books) #103 in [Books > Books on CD > Business > Management](#) #127 in [Books > Books on CD > Reference](#) #239 in [Books > Books on CD > Business > General](#)

Customer Reviews

(email: shashi-kant@usa.net)"First, Break All the Rules: What the World's Greatest Managers Do Differently" is an excellent book, which will help not only the managers, but all other talented employees as well, who have the potential and will eventually become great managers. This book extols the wonders and potential of human resource development in organizations of all sizes. The authors, Marcus Buckingham and Curt Coffman, based on Gallup's interviews over a period of 25 years with about 1 million staff and 80,000 managers from over 400 companies pinpoint "four keys" to evaluate the performance of an organization in general. This reflects the competence of the managers to get the best in terms of:-Selecting the staff for talent (not just for experience, which can be acquired and updated with rapid change in technology), -defining the right results expected (and should be clearly understood by the individual), -focusing on strength of employees (leaving scope for their professional growth), and -finding the right fit for all of them. How much successful the manager is with respect to these four keys, will be reflected in terms of performance in assignments or projects the company has undertaken. I am a firm believer that employees will do what you pay them to do (in terms of responsibility and recognition, scope for professional growth, appreciation and salary). The authors reach the conclusion that a company that lacks great frontline managers will bleed talent (or, will produce 'talented deadwoods'), no matter how attractive the compensation packages are! Why should a highly motivated employee waste his or her time if a weak employee gets the recognition?

[Download to continue reading...](#)

First, Break All The Rules: What The Worlds Greatest Managers Do Differently First, Break All The Rules: What the World's Greatest Managers Do Differently Marcus Buckingham's First Break All the Rules: What the World's Greatest Managers Do Differently Summary Travel + Leisure: The World's Greatest Hotels 2014 (Worlds Greatest Hotels, Resorts and Spas) Business for Punks: Break All the Rules--the BrewDog Way Financial Management for Nurse Managers and Executives, 4e (Finkler, Financial Management for Nurse Managers and Executives) Mastering Automotive Digital Marketing: A training guide for Dealer Principals, General Managers, and Digital Marketing Managers Creative Anarchy: How to Break the Rules of Graphic Design for Creative Success Design Elements, 2nd Edition: Understanding the rules and knowing when to break them - Updated and Expanded Never Apply for a Job Again!: Break the Rules, Cut the Line, Beat the Rest The Luxury Strategy: Break the Rules of Marketing to Build Luxury Brands Today's Greatest Pop & Rock Hits: The Biggest Hits! The Greatest Artists! (Easy Piano) (Today's Greatest Hits) The First 90 Days

in Government: Critical Success Strategies for New Public Managers at All Levels My Very First Library: My Very First Book of Colors, My Very First Book of Shapes, My Very First Book of Numbers, My Very First Books of Words Steve Jobs: Thinking Differently What Great Teachers Do Differently: 14 Things That Matter Most Boys and Girls Learn Differently! A Guide for Teachers and Parents What the Rich Know That You Don't: How The Rich Think Differently From The Middle Class And Poor When It Comes To Time, Money, Investing And Wealth Accumulation (The Secrets Of Getting Rich!) Mind Gym: Achieve More by Thinking Differently Head Ball Coach: My Life in Football, Doing It Differently--and Winning

[Dmca](#)