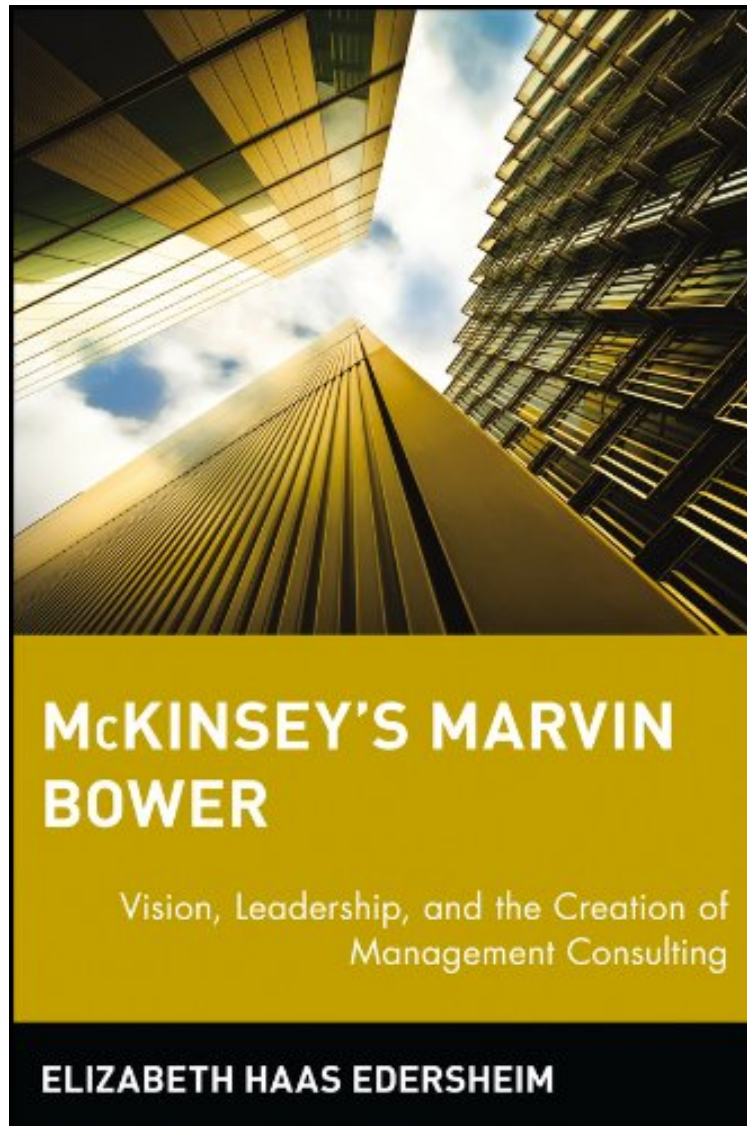


(Download) McKinsey's Marvin Bower: Vision, Leadership, and the Creation of Management Consulting

# McKinsey's Marvin Bower: Vision, Leadership, and the Creation of Management Consulting

*Elizabeth Haas Edersheim*

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**Elizabeth Haas Edersheim : McKinsey's Marvin Bower: Vision, Leadership, and the Creation of Management Consulting** before purchasing it in order to gage whether or not it would be worth my time, and all praised McKinsey's Marvin Bower: Vision, Leadership, and the Creation of Management Consulting:

2 of 2 people found the following review helpful. Great book!By Lucas GastaldiIt is a great book for those who want to get an introduction on what it is McKinsey Co. The book describe Marvin Bower's work throughout his life to build the greatest consulting firm in the world. The values, ethics and way of thinking for a firm that was thought to last for

ever as a leader in the world. Great book. 17 of 18 people found the following review helpful. A Fascinating, Uplifting and Very Useful Book By A Reviewer This is a truly outstanding book. It is very well-written and thoroughly presents the principles and experiences that made Marvin Bower one of the giants of management consulting. Even with 30 years experience in management consulting, I learned a great deal about client relationships and other aspects of consulting. Marvin Bower was truly a remarkable leader. For skills and ethics in management consulting, he rates at the top. The only negative about the book is that it's not balanced. No one is perfect- not even Mr. Bower or McKinsey- as the author might have you believe. And I don't think Mr. Bower was quite the non-autocratic and non-hierarchical leader as the author and others have asserted. Firing a partner because he was doing work for one client that didn't deal with "major problems;" firing an associate and ordering him to leave the firm and building in 30 minutes for a lapse in judgement (albeit a significant one); and putting the fear of God in associates if they were seen having a social rather than a business lunch or if they wore argyle socks sounds pretty autocratic to me. Even if he encouraged dissent in staff discussions. Also, I don't agree that Mr. Bower was the founder of professional management consulting. I believe Ed Booz of Booz, Allen and Hamilton was. Of course, as a former Booz Allen partner, I may be biased. Notwithstanding the above criticisms, this is one of the best books I've ever read. 0 of 0 people found the following review helpful. McKinsey's Marvin Bower By Yvonne M. Abhyankar I found the book interesting.

"I had the privilege of working closely with Marvin and McKinsey for many years. This book makes Marvin come to life and perpetuates him as a role model." -Peter F. Drucker "A wonderful book about a wonderful man. In many ways, Marvin's McKinsey framed the hypotheses in our own search for excellence- for example, passion for values, belief in people as the prime resource, and willingness to let people experiment. As well as I thought I knew Marvin, however, this remarkable book, drawing on the collective memories of those who worked most closely with him, taught me a ton about how extraordinary the man really was and what made him that way. Many have called Drucker the man who invented management; I think history will conclude that both he and Marvin Bower share that pedestal." - Bob Waterman, coauthor of *In Search of Excellence* "Marvin Bower became a legend, not just within McKinsey Company, but within professional services and the business world more broadly. In everything he did and said, he embodied the professional approach and the importance of values. This book sheds remarkable insight on a remarkable man and on the power of constancy of purpose." -Ian Davis, Worldwide Managing Director, McKinsey Co. "It is as Marvin would have wanted it- simple, honest, fact-based, wonderful stories with a long-term perspective. An insightful read about the father of management consulting." -Lois Juliber, retired COO, Colgate-Palmolive "This book provides fascinating insight into the early days of modern management consulting. It is an extremely enlightening look at the origin of one of America's most important professions and one of America's most innovative leaders." -Thomas H. Lee, founder, Chairman, and President, Thomas H. Lee Partners L.P.

As well as being an excellent biography, it is the best handbook on leadership that has been published for many years. (Professional Manager, Vol. 13, No. 6, November 2004) Read this book if you really want to understand what makes McKinseyites tick. (Business Voice- The CBI Magazine, September 2004) From the Inside Flap "Marvin's ideas were founded in basic human attributes of respect for others and promotion of self-esteem and courage. What made him a pioneer was that he took basic values into the business world- a fairly novel approach- to help leaders create value-based compasses for their own leadership. He valued the imagination of youth and understood the power of new ideas." - From the Foreword by John McArthur McKinsey Company is one of the most successful management consulting firms in the world, serving a wide range of clients- from leading corporations to governments. But without the late Marvin Bower, McKinsey Company would never have become the organization it is today. Former worldwide managing director Ron Daniel put it best when he stated that "McKinsey's impact, reach, power, and influence are directly traceable to Marvin- to his vision, his energy, his relentless determination, and his selfless commitment to making his firm- our firm- the preeminent institution it has become." So how did Marvin Bower transform McKinsey Company from a nearly defunct accounting and engineering firm into the preeminent advisor to senior executives and, on occasion, governments? How did he become the founding father of modern management consulting? And how did he put his innovative ideas into action? McKinsey's Marvin Bower: Vision, Leadership, and the Creation of Management Consulting takes you on a fascinating journey that details the personal beliefs and professional experiences that made Marvin Bower one of the most respected men in the world of business. With the help of the late Marvin Bower and through numerous interviews with friends and colleagues, author Elizabeth Haas Edersheim offers an in-depth look at how this man made his vision of the consulting profession and the institution (McKinsey Company) come to fruition. McKinsey's Marvin Bower is filled with intriguing stories that capture the defining moments of Bower's distinguished career. Decade by decade, you'll watch as Bower develops the innovative concept of management consulting and travels throughout the business world- inspiring organizational change and courage at each stop. Even after Bower's retirement from McKinsey Company, it is still fair to say that the story of Marvin Bower as an institution creator, profession builder, teacher, and leader's leader can provide valuable lessons applicable to a

variety of professions—lessons as valuable today as they were in 1933, when Bower first joined McKinsey Company. From the Back Cover Praise for MCKINSEY'S MARVIN BOWER "I had the privilege of working closely with Marvin and McKinsey for many years. This book makes Marvin come to life and perpetuates him as a role model." —Peter F. Drucker "A wonderful book about a wonderful man. In many ways, Marvin's McKinsey framed the hypotheses in our own search for excellence—for example, passion for values, belief in people as the prime resource, and willingness to let people experiment. As well as I thought I knew Marvin, however, this remarkable book, drawing on the collective memories of those who worked most closely with him, taught me a ton about how extraordinary the man really was and what made him that way. Many have called Drucker the man who invented management; I think history will conclude that both he and Marvin Bower share that pedestal." —Bob Waterman coauthor of *In Search of Excellence* "Marvin Bower became a legend, not just within McKinsey Company, but within professional services and the business world more broadly. In everything he did and said, he embodied the professional approach and the importance of values. This book sheds remarkable insight on a remarkable man and on the power of constancy of purpose." —Ian Davis Worldwide Managing Director, McKinsey Co. "It is as Marvin would have wanted it—simple, honest, fact-based, wonderful stories, with a long term perspective. An insightful read about the father of management consulting." —Lois Juliber COO, Colgate Palmolive "This book provides fascinating insight into the early days of modern management consulting. It is an extremely enlightening look at the origin of one of America's most important professions and one of America's most innovative leaders." —Thomas H. Lee