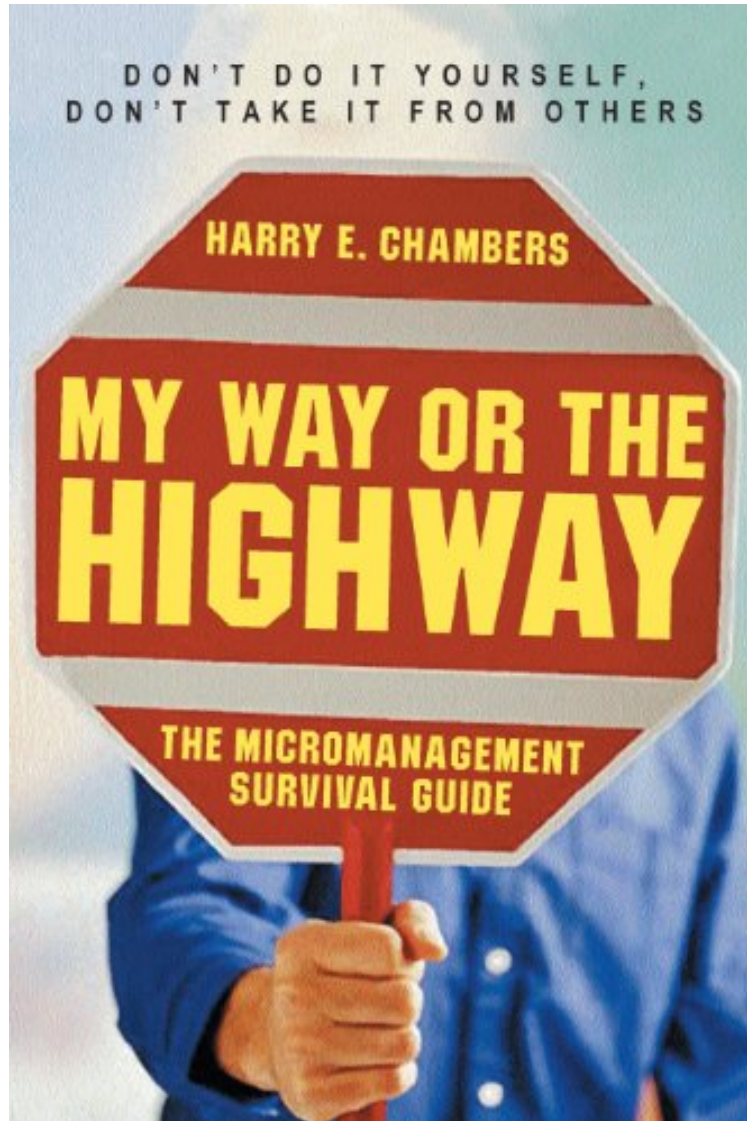


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## My Way or the Highway: The Micromanagement Survival Guide

*Harry E. Chambers*

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**Harry E. Chambers : My Way or the Highway: The Micromanagement Survival Guide** before purchasing it in order to gage whether or not it would be worth my time, and all praised My Way or the Highway: The Micromanagement Survival Guide:

3 of 3 people found the following review helpful. Right on Time!By C. MitchellIf you're working for a micromanager, this book is an eye-opener. It gets to the root of the problem and helps you better understand and cope with your situation.Also, if you are a manager, and you honestly want to find out if you are perhaps micromanaging your staff, this book will help you realign your management style so that those individuals that report to you can find enjoyment

coming to work.0 of 0 people found the following review helpful. Hit the road in many ways!By T. YalnizI think you need to spend some time with this book to clearly understand the points. It is very well written without demonizing the "problem".If you are a micromanager you may need to get a coaching service to accompany this book. If you are a micromanager, reading this book is the giant leap to change yourself. Either ways this book is an important milestone in terms of situational awareness and self-development. I highly recommend it.0 of 0 people found the following review helpful. Pretty much right on targetBy Tony S.Pretty much right on target. The more I read the more angry I got. Good to help me be more aware of the games the boss plays. Still looking for solutions without lowering myself to their level.

By the author of the bestselling *Bad Attitude Survival Guide* (more than 40,000 copies sold), named one of the top business books of 1998 by *Executive Book Summaries* Everyone thinks they know what micromanagement is, but this book presents a specific, detailed definition illustrated with concrete examples Offers successful strategies for overcoming your own micromanaging behavior and for responding when you are being micromanaged Micromanagement is one of the most widely condemned managerial sins, and one of the most common employee complaints. It results in significant direct, indirect, and hidden costs to organizations, contributing to low morale, high turnover, inefficiency, instability, and lack of continuity. And being perceived as a micromanager can have a significant negative impact on your career. But what, precisely, is micromanagement? More importantly, what can be done about it? In *My Way or the Highway*, Harry Chambers proves that micromanagement can be objectively identified and successfully resisted, both by those who (often unknowingly) inflict it and by those who are its victims. In an informal, entertaining style Chambers describes five specific defining traits of micromanagers: placing their own self interest above everything else; controlling and manipulating time; attempting to determine exactly how everything must be done; requiring elaborate approval processes; and establishing dysfunctional monitoring and reporting requirements. He even provides a Micromanagement Potential Indicator test so you can see whether (and to what extent) you might be a micromanager. He then devotes a chapter to each trait, providing real-world examples of the trait in action and an analysis of the damage it does. But this is not just a book of diagnosis—Chambers provides treatment as well. He devotes several chapters how to respond if you are the micromanager (a victim of micromanagement), how to eliminate your own micromanaging behaviors, and what to do if you have to manage a micromanager. Avoiding micromanagement should be a major goal of every manager, would-be manager, team member, or collaborative peer. *My Way or the Highway* offers detailed, actionable, field-tested strategies that will eliminate the damage that overcontrolling behavior causes and increase creativity, risk-taking, productivity, and initiative in any organization.

From *Publishers Weekly* In this perceptive and practical guide, Chambers, the author of *The Bad Attitude Survival Guide* and president of Trinity Solutions, an Atlanta-based training and consulting company, prescribes ways to cope with bosses of the most irritating order—the micromanagers. Almost anyone who has collected a paycheck will recognize the destructive managerial behaviors that Chambers describes with piercing acuity in this volume—behaviors such as not listening to others, exercising power indiscriminately, feeding on the failure of subordinates, delegating blame, personalizing disagreements, imposing arbitrary deadlines, mismanaging meetings and delegating responsibility while keeping a vise grip on authority. "For most micromanagers," Chambers writes, "the term empowerment means the sharing of responsibility with others, but not the sharing of authority. They exercise control by requiring that others receive their approval for decisions, changes, and courses of action.... This is a major contributor to the high stress levels in today's work environment." Not only does Chambers offer hard-nosed advice for employees bashing pates with micromanagers, but he gives guidance to those who must supervise them. Though his advice basically amounts to talking to your micromanager, involving him or her in "Determining How the Behavior Will Be Changed" and monitoring those changes, this book can be a helpful resource for readers who are frazzled by a hands-on-everything boss and those who need to purge their own management styles of unproductive attitudes. Copyright copy; Reed Business Information, a division of Reed Elsevier Inc. All rights reserved. "A must-read for those who think they are exceptional managers." -- Scott Zakrajsek, Plant Manager, Electrolux Home Products "A real wake-up call for someone who was going down the road towards becoming a micromanager." -- Joseph T. Bork, Director of Employer Education Services, University of Minnesota "An excellent read! Chambers is a master at getting to the point about what is critical to good management." -- Diane Valek, President CEO, Make-A-Wish Foundation of Georgia and Alabama "Chambers offers fresh insights and tools to overcome the disruptive behaviors of micromanagers." -- Angie Fitts, CPA, Accounting Operations Director, Cingular Wireless "Once again Harry Chambers has written a timely hands-on book dealing with a disruptive workplace practice." -- Ronald L. Melchiorre, Executive Director Center for Management Development, Boise State University About the Author Harry E. Chambers is President of the Atlanta-based training and consulting company Trinity Solutions, Inc.