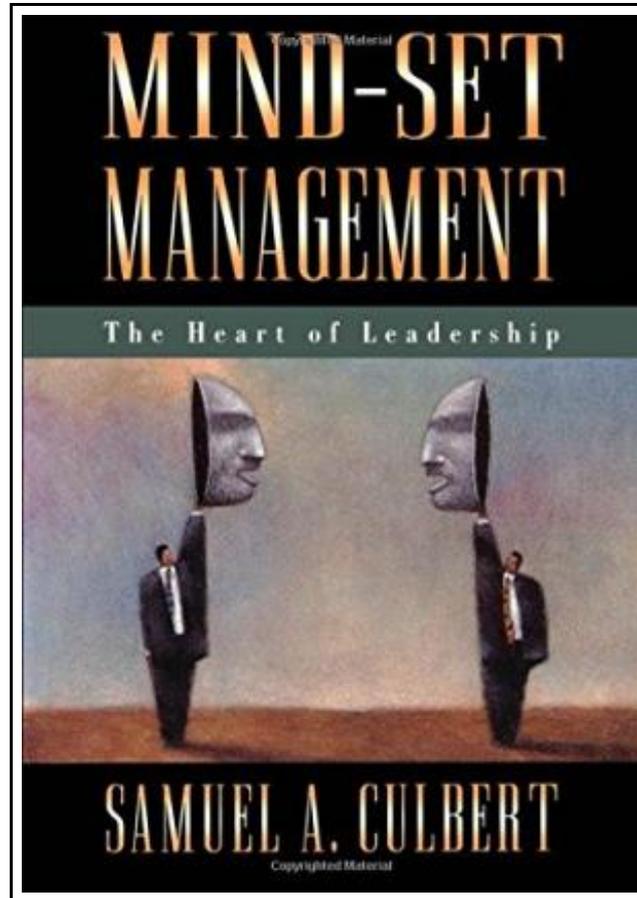


Mind-Set Management: The Heart of Leadership



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Reviews

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MIND-SET MANAGEMENT: THE HEART OF LEADERSHIP



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Oxford University Press. Hardcover. Book Condition: New. Hardcover. 368 pages. Dimensions: 9.3in. x 6.2in. x 1.3in. You can follow any business guru you want, be it Peter Drucker or Tom Peters. You can adopt any new management concept, from reengineering to empowering people. But Samuel A. Culbert has one caveat: no matter what managerial religion you choose--and there are many sound ones--before you can lead, manage, or team up effectively, you must comprehend the mind-sets that direct the people with whom you are interacting. In *Mind-Set Management*, Culbert provides a model for thinking about other people--about their self-interested motives and about their biased views of work events--as he shows managers at all levels how to use psychology instead of manipulation in giving valid, even great, advice. The essence of leading and managing, says Culbert, is staging the conditions for others to be effective, which today entails giving advice and feedback, not issuing directives. This is particularly true with today's empowering management styles. But, as most managers know all too well, advice is often resisted, resented, and ignored. The problem, Culbert contends, is that managers don't have the other person in focus: When they formulate advice, they think they are attuned to the other person, but in fact the person they have listened to most is themselves. *Mind-Set Management* will help you focus on the person you want to advise, explaining what you need to learn and to know in order to give advice that is great because it is advice that actually gets used. It will prompt you to ask yourself (and will help you answer) such questions as: Why do people insist on seeing events with their own particular biases and distortions? Why do they resist my best ideas and advice about how they can function most effectively? Why can't...



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