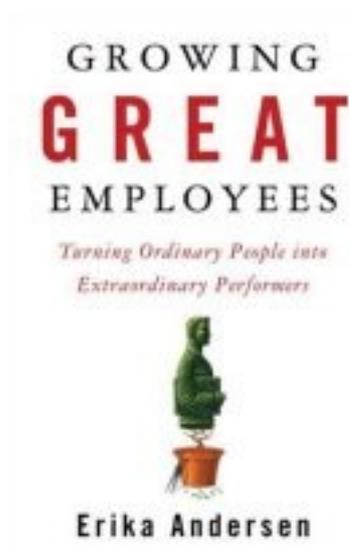


# Growing Great Employees



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在线阅读本书

If life were fair, employees would be perfect. They would do exactly what we asked them to do, exactly when we asked them to do it except, of course, for the fantastic ideas they would cook up on their own. Back to reality. Your employees are, like you and me, flawed and hopeful human beings whose success is at least partly dependent on your skill as a manager, human beings who will thrive with skillful and consistent attention and wither without it. In business today we're told that management development is a thing of the past. Staying limber, preparing to change hats at a moments notice, and keeping your finger on the pulse of the new things that were told is critical. At this moment when companies and managers aren't focusing on the long haul, Erika Andersen says just the opposite. If you want to compete with the market leaders, grow your business, and succeed in your field, you need support: an all-star

staff that epitomizes your companys mission and has the skills to implement it. How do you achieve this? Grow great employees. For twenty-five years Erika Andersen has been helping some of the best-managed companies in the world develop their employees. In Growing Great Employees youll learn how they stay ahead of the competition by investing in their people. Youll discover that:

Listening is your most powerful asset. Use it to motivate and build commitment.

Everything you know about interviewing is wrong. Find out how to discover what you really need in a potential employee and how to find it.

Successful companies hire for keeps. Get people feeling like part of the team from day one.

Great leaders surround themselves with the best. Recognize who has potential and develop them into tomorrows leaders.

Whether youre a manager or a senior executive, Growing Great Employees is your guide to creating a dynamic workplace where the efforts you make with your employees today will blossom into success for years to come.

作者介绍:

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## 标签

PMBA

管理

## 评论

Listening is : Paying attention, Inviting, Questing, Restating. Four kind of people: Drivers (Want to get it done), Expressives (want to get it further), Amiables (want to get it together), Analyticals (want to get it correct).

新手（问不出问题），熟手（知道问题，不知怎么办），高手（知道问题，知道该怎么办）。原来归类贴标签都是为了新手。

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书评

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