



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

By Marcus Buckingham

Brilliance Audio. No binding. Condition: New. Dimensions: 5.5in. x 5.0in. x 0.8in. What separates the greatest managers from all the rest? They actually have vastly different styles and backgrounds. Yet despite their differences, great managers share one common trait: They don't hesitate to break virtually every rule held sacred by conventional wisdom. They don't believe that, with enough training, a person can achieve anything he sets his mind to. They don't try to help people overcome their weaknesses. And, yes, they even play favorites. In this longtime management bestseller, Gallup presents the remarkable findings of its massive in-depth study of great managers. Some were in leadership positions. Others were front-line supervisors. Some were in Fortune 500 companies; others were key players in small, entrepreneurial firms. Whatever their circumstances, the managers who ultimately became the focus of Gallups research were those who excelled at turning each individual employees talent into high performance. Gallup has found that the front-line manager is the key to attracting and retaining talented employees. This book explains how the best managers select an employee for talent rather than for skills or experience, set expectations, build on each persons unique strengths rather than trying to fix his or her weaknesses,...



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