

HBR's 10 Must-Reads on Managing People: Leadership That Gets Results

Effective people management is crucial for organizational success. It involves inspiring and motivating employees, fostering collaboration, and creating a positive work environment. In this article, we present 10 essential Harvard Business Review (HBR) articles that offer valuable insights and practical advice on managing people effectively.



HBR's 10 Must Reads on Managing People (with featured article "Leadership That Gets Results," by Daniel Goleman) by Dolly Chugh

★★★★☆ 4.6 out of 5

Language : English
File size : 7084 KB
Text-to-Speech : Enabled
Screen Reader : Supported
Enhanced typesetting : Enabled
X-Ray : Enabled
Word Wise : Enabled
Print length : 235 pages



1. Why Good Bosses Don't Tell Everything They Know



In this article, author Marcus Buckingham argues that effective managers should not share all their knowledge with employees. By withholding some information, they can encourage employees to take ownership of their work, develop their skills, and make better decisions.

2. The Making of a Corporate Athlete



This article by Jim Collins and Morten Hansen explores the qualities of exceptional leaders who can navigate challenging business environments. They identify "corporate athletes" as individuals with a unique combination of physical, mental, and emotional fitness.

3. How the Best Managers Create a Culture of Trust



Trust is essential for effective collaboration and high performance. In this article, authors Paul Zak, Jennifer George, and Douglas Gino reveal the secrets of building a trusting work environment and discuss the role of oxytocin, a hormone that promotes social bonding.

4. What Great Managers Do

what great managers do differently

Introduction: Management vs. Leadership

Establishing Your Credibility as a Manager

Influence: Why do people follow you?

Motivation: Understanding Your Team

Hit Your Goals with the ROADMAP Framework

Develop Your People with Management Mirroring

When and How to Delegate

Performance Management: Feedback & Tough Conversations

What to Do When Things Go Wrong (or Right!)

Meetings with a Purpose

How to Run an Awesome Team That Scales

Conclusion: The Manager's Purpose

This classic HBR article by Marcus Buckingham and Curt Coffman identifies five key practices of exceptional managers: setting clear goals, providing regular feedback, giving recognition, developing employees, and creating a positive work environment.

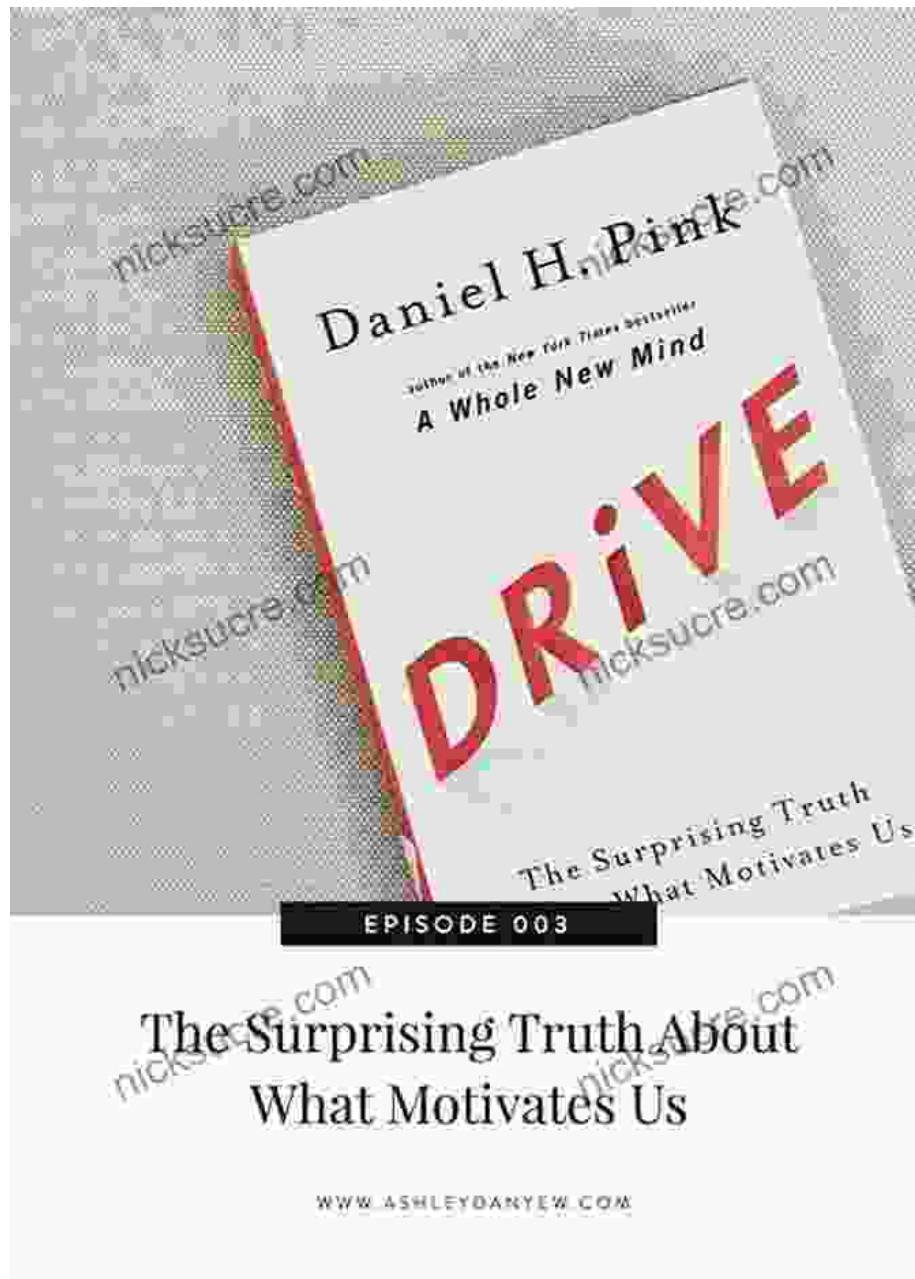
5. The Five Dysfunctions of a Team: A Leadership Fable

Overcoming The Five Dysfunctions of a Team



In this engaging fable, Patrick Lencioni outlines the five common pitfalls that can derail team performance: absence of trust, fear of conflict, lack of commitment, avoidance of accountability, and inattention to results.

6. Drive: The Surprising Truth About What Motivates Us



Author Daniel Pink challenges traditional theories of motivation and introduces the concept of intrinsic motivation. He suggests that people are more motivated by autonomy, mastery, and purpose than by external rewards or punishments.

7. The Talent Myth: How the Best Companies Get the Best People

COMPANIES

of the

TOP 10 RICHEST PEOPLE IN THE WORLD



1
Jeff
Bezos
\$115 billion



2
Bill
Gates
\$89 billion



3
Warren
Buffett
\$78.9 billion



4
Bernard
Arnault
\$67.3 billion



5
Amancio
Ortega
\$59.2 billion



6
Carlos
Slim
\$53.9 billion



7
Mark
Zuckerberg
\$49.7 billion



8
Larry
Page
\$49 billion



9
Larry
Ellison
\$48.1 billion



10
Sergey
Brin
\$47.7 billion

In this article, authors Chip Heath and Dan Heath argue that focusing on hiring "superstars" is not the best strategy for building a high-performing team. Instead, they emphasize the importance of creating a culture that attracts and retains talented people.

8. First, Break All the Rules: What the World's Greatest Managers Do Differently



DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths™

FIRST, BREAK ALL THE RULES

WHAT THE WORLD'S GREATEST
MANAGERS DO DIFFERENTLY

FROM GALLUP

Foreword by Jim Harter, Ph.D.

NOW INCLUDES

Access to the CliftonStrengths Assessment

Based on extensive research, authors Marcus Buckingham and Curt Coffman identify eight common traits of exceptional managers, including the ability to hire well, create clear vision, and empower employees.

9. Radical Candor: The Surprising Secret to Beating Bad Meetings, Driving Innovation, and Getting People to Follow Your Lead



In this influential book, author Kim Scott introduces the concept of "radical candor," which involves providing honest and direct feedback in a caring and respectful manner. She argues that this approach is essential for building high-performing teams and fostering a culture of innovation.

10. Beyond Performance Management: A New Approach to Managing Employee Performance



Authors Boris Groysberg, Jeremiah Lee, and Nitin Nohria present a new framework for managing employee performance that focuses on continuous feedback, coaching, and development. They argue that this approach is more effective than traditional performance management systems.

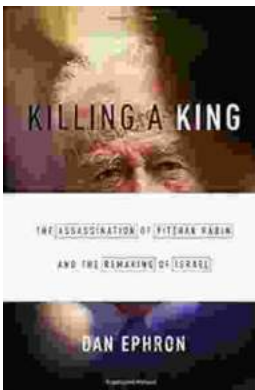
Managing people effectively is a complex but rewarding task. By reading and implementing the insights from these essential HBR articles, you can develop the skills and knowledge necessary to inspire and motivate your team, foster collaboration, and achieve exceptional results.



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Killing A King: The Assassination Of Yitzhak Rabin And The Remaking Of Israel

The Assassination Of Yitzhak Rabin And The Remaking Of Israel ## **
An Event That Reshaped a Nation's Destiny ** On an autumn evening in 1995, a single shot shattered...



Death in Benin: Where Science Meets Voodoo

In the West African nation of Benin, death is not simply the end of life. It is a complex and mysterious process that is believed to involve both the physical and spiritual...