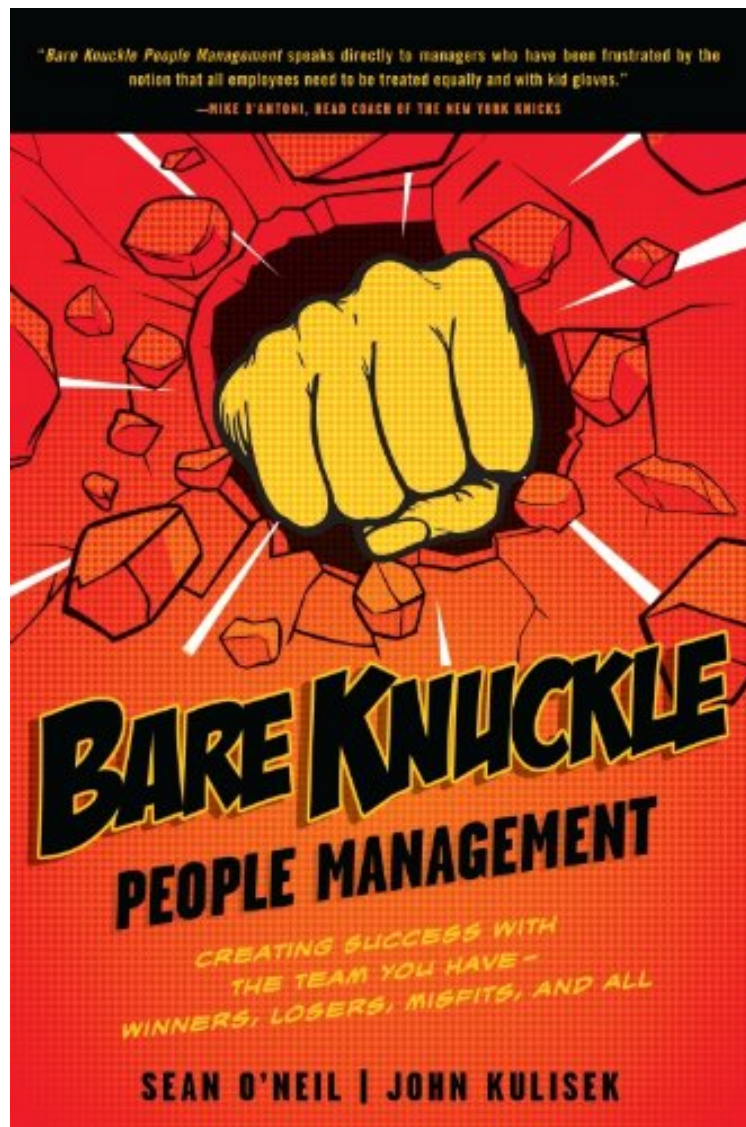


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## Bare Knuckle People Management: Creating Success with the Team You Have - Winners, Losers, Misfits, and All

Sean O'Neil, John Kulisek

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Sean O'Neil, John Kulisek : Bare Knuckle People Management: Creating Success with the Team You Have - Winners, Losers, Misfits, and All before purchasing it in order to gage whether or not it would be worth my time, and all praised Bare Knuckle People Management: Creating Success with the Team You Have - Winners, Losers, Misfits, and All:

3 of 3 people found the following review helpful. Real-Life ManagementBy Professeur XavierI am a tenured manager

but never think that I am omniscient when it comes to managing others. The reason I bought this book was that I wanted a refresher on management principles, but I didn't want a book that was terribly theory focused; I also didn't want a book that offered management guidance in a book with 500 or more pages. I just don't have the time for that now. This book met both of those needs and even touched on a few unmet ones. The goal of this book is the same as most other management books: to provide insight into the people we manage. The distinction, however, is that this book takes a real-life approach, whereas others tend to focus on management theories that can seem too abstract to apply on the ground level. An example would be this book's referring to a difficult employee as an "a\$\$," while theory-based books may focus on the situation and call it "dealing with a employee-motivation challenge." As the saying goes, call a spade a spade. This book is focused on delivering actionable information to new managers. I would recommend any new manager or team leader to read this book first. I believe you'll become a more effective, team-connected manager with this approach than others. After some years in the management grindstone, perhaps then should we consider looking at some of the high-minded offerings on effective management. I do appreciate that the book is honest enough with managers to openly say that the result of successfully managing others to success is to make the manager look good so that he or she can continue to professionally. Compare that with the theory-based books that act as if management self-preservation is a non-starter discussion.

0 of 0 people found the following review helpful. Right on! By Dave The book tells it like it is! The ability to read and adapt to your team is so under rated...it served me well for many years. Good to see this is in print! Too many wimps are trying to manage by being your friend or letting everyone do their own thing..time it was exposed for what it is...a load of crap! 3 of 3 people found the following review helpful. Bare Knuckle People Management - You need this book! By Impressive Thoughts If you have ever had a job and been driven to the brink of madness by the confusing and often unproductive interpersonal working relationships that exists, then you are in the company of every person having ever held a job. While it can often be extremely frustrating attempting to make sense of team work and team leadership, there is a sliver of hope for those of you who must be on a team and a beaming light of hope for those who are in the lucky position of managing a team. That hope is the latest release from Sean O'Neil and John Kulisek - "Bare Knuckle People Management: Creating Success with the Team You Have - Winners, Losers, Misfits and All." I found this read on people management to be a much needed breath of fresh air in the crowded and often "fluffy" field of personnel management advice. It is the kind of read that will make you say to yourself, yes, I have been there. Bare Knuckle People Management is a relatable read full of anecdotal examples accurately describing the often paralyzing experience of middle management. (I once heard it compared it to being placed in a vice while upper management and staff tighten it at different paces.) Delivered by the authors in straight talk, those who are in middle management or have ever been on a team will finish this read able to relate to the issues, roadblocks and solutions presented. A fascinating aspect of the read is the targeting of a much overlooked group in management - those new to middle management, particularly those who are managing a team of which they were once a member. This group of managers often finds themselves in the position of defining their management style and utilizing the highly sought after first crack as trial and error. Sometimes, the error, however understandable for someone fresh out the gate, can be disastrous for a career. Bare Knuckle People Management seeks to prevent that disaster by giving the new manager several possibilities for what their new team may consist of, along with clear and easy to understand solutions for how to manage that team. Additionally, the book helps the seasoned manager revisit their management style and flush out any aspects no longer working. The dynamic combination of straight talk people management and popular cultural references is among the key elements separating this book from the run of the mill management books lining the shelves of book stores. Laughter will erupt throughout the read, as you place people you have worked with into one or more of the team member personalities. An insightful look at yourself as an employee and a manager will surely occur as you seek to assign yourself the correct role. (I assure you, I am a total franchise!) On a recent interview, I utilized what I consider the most important take away from the book when asked about my management style: "I don't have one management style. I believe you need to assess the team you have and decide exactly how best to manage each individual rather than attempting to fit everyone into the same round hole." There isn't one way to manage, because there is not one type of employee or team; knowing this will get you through the minefield of middle management. Having this book will get you through the days when you just cannot possibly understand how you are expected to take the team you have in front of you and lead them to success. In those moments you must remember what the authors convey constantly throughout the book and most managers all too often forget - your ultimate success is based on the success of your team. So I implore you to grab a copy of "Bare Knuckle People Management" and get to work!

One of the biggest challenges for new managers is how to get the best out of each of their team members so they achieve superior results—and make you, the new manager, look good! In Bare Knuckle People Management authors Sean Orsquo;Neil and John Kulisek cut through the crap to show managers how to push their teams to success, not by following fluffy leadership training but by using the skills that got them promoted in the first place. Forget kumbayas or one-minute managing. The best people managers know that approaches that work great with one employee will be lost on the next. With the same irreverent and straightforward style they use in their management

training workshops, O'Neil and Kulisek describe the 16 basic worker types you must learn to recognize, from The Badass to The Burnout, and how to customize your leadership style for each type. The authors encourage the readers to take pieces of what works from each of the sections and they also remind them to follow the gut instinct that got them to their new management position in the first place. Written in short, easily digestible sections, and both entertaining and insightful throughout, Bare Knuckle People Management is perfect for any manager pressed for time and in need of some straightforward advice.