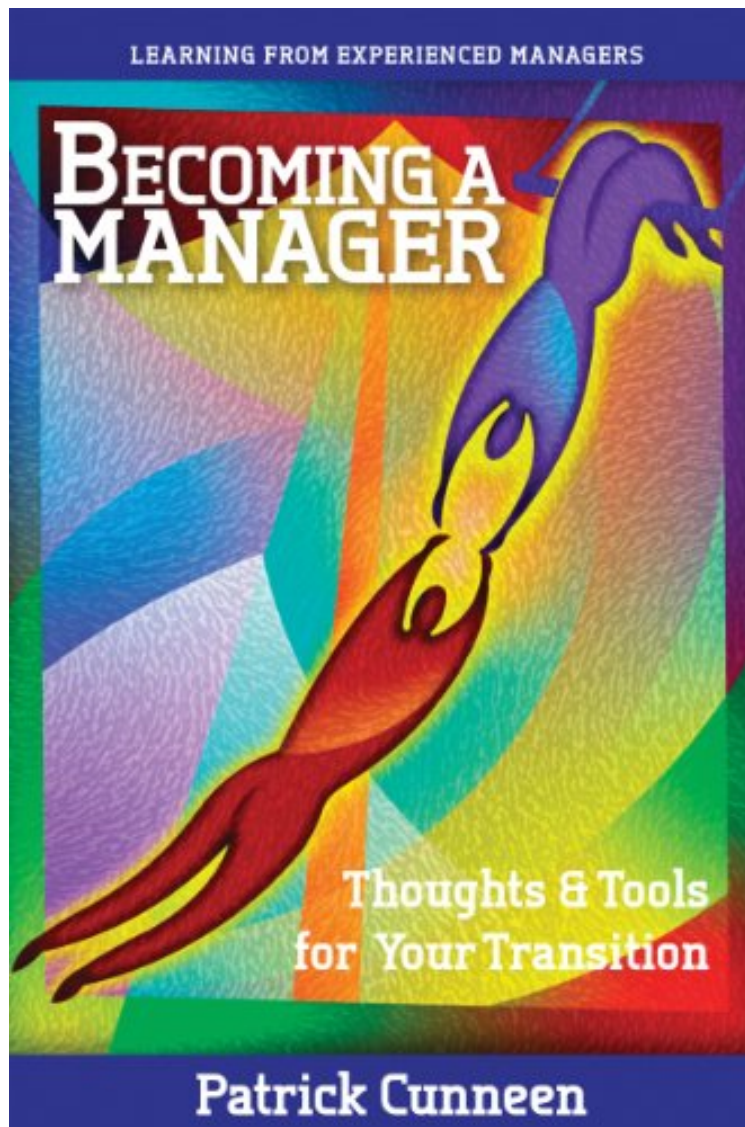


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## **Becoming a Manager: Thoughts Tools for Your Transition - Learning from Experienced Managers**

*Patrick Cunneen*

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**Patrick Cunneen : Becoming a Manager: Thoughts Tools for Your Transition - Learning from Experienced Managers** before purchasing it in order to gage whether or not it would be worth my time, and all praised Becoming a Manager: Thoughts Tools for Your Transition - Learning from Experienced Managers:

Across the world, being promoted to manager is seen as a validation of career success. Professionals who spend all of their college education learning about engineering or accountancy or law have spent their early years applying that learning as an individual contributor and have had little opportunity to study or practice being a manager and leading a team. Whether you work in industry, professional services, the public service, or not-for-profit organisations, the challenge of the transition into a management role cannot be underestimated. Not satisfied with drawing on his own extensive international experience, the author has interviewed highly experienced and successful managers in the US, UK, Ireland and Asia, who openly shared their experiences and insights, warts and all! Part One of this book explores the essential transition that takes place from being an individual contributor and team player to becoming a manager; from being focused on your own work to being focused on the work of others. Part Two highlights important skills and competencies in managing people, as a 'tool kit' to support you on your journey of continuous learning and personal growth. While the key objective of *Becoming a Manager* is to help and support newly-appointed managers through their transitions into management, it should also be of interest to HR and Employee Development departments as they seek to attract, develop and retain management talent, and to would-be entrepreneurs, considering starting their own business. There's not much theory here. Hopefully in its place, you'll find an opportunity to reflect on sound practical advice and good common sense.

About the Author PATRICK CUNNEEN has well over three decades' experience as a manager, teacher and management coach, across three continents and is a Fellow of the Chartered Institute of Personnel Development. Following a career with Analog Devices Inc., De Beers, Shannon Development Company, Wyeth Nutritionals and Abu Dhabi Aircraft Technologies, Pat is now a director of Lighthouse Organisational Consultants Ltd., a consultancy firm specialising in organisational development, HR consulting, organisational change and executive coaching.