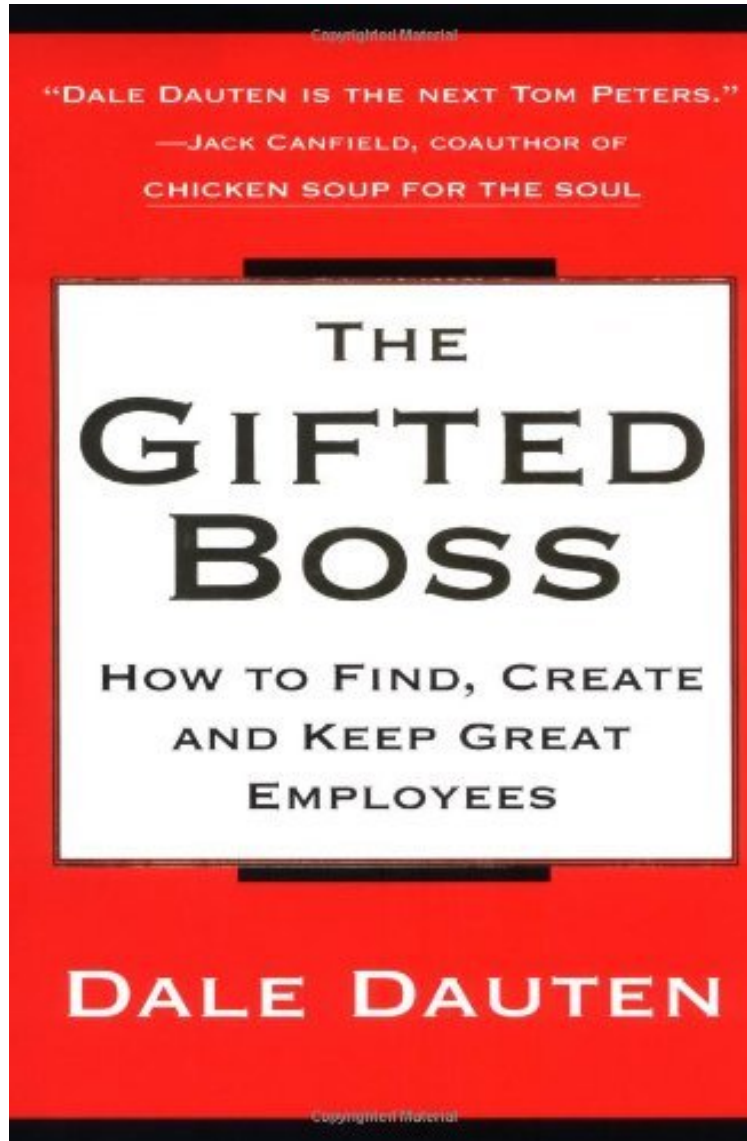


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# The Gifted Boss: How To Find, Create, And Keep Great Empl

*Dale Dauten*

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**Dale Dauten : The Gifted Boss: How To Find, Create, And Keep Great Empl** before purchasing it in order to gage whether or not it would be worth my time, and all praised The Gifted Boss: How To Find, Create, And Keep Great Empl:

0 of 0 people found the following review helpful. Ok and can be read quicklyBy J.A.BA book written in a style similar to The Five Dysfunctions of a Team- using a fictitious story to present the ideas to the reader. In this book, the fictitious story, a conversation between the author and his friend, "Max", was not terribly engaging and not nearly as entertaining as the story told in The Five Dysfunctions. That being said, it is very quick read (only 125 pages or so)

and does offer the reader some interesting things to consider about being, or becoming, a great boss AND a great employee. 0 of 0 people found the following review helpful. Great advice on being the boss By Joshua I was very impressed by this book. It's a quick read. And it focuses on you - the easiest person to change. I've already purchased extra copies to hand to friends. 1 of 1 people found the following review helpful. A must own, must give book By bankers I was browsing in a book store for answers to questions I had not formulated yet when I found this book. After reading it twice, I purchased a copy for my boss and two co-workers. Additionally I lent my copy out to another co-worker and cannot wait to get it back to re-read it. When the book states that you will read it over and over again, stop laughing and keep a copy close at hand.

Whether you're a manager trying to hire or hold on to your best talent, or an employee who always hoped to have work be more than just another job, this little book can bring you closer to your dream. — Bob Nelson, author of 1001 Ways to Reward Employees and 1001 Ways to Energize Employees Revised and updated, here is the groundbreaking "bible" on how to manage successful employees from Dale Dauten, one of America's most innovative business consultants. A classic business "how-to" book, The Gifted Boss is an important business tool to help you find, create, and keep great employees — an indispensable guide to increasing workplace synergy and, ultimately, productivity from the internationally renowned management guru and founder of The Innovators' Lab.

Piles of books come out every year on how to be a better boss, but few go beyond platitudes to provide vivid, real-life pictures of excellent bosses in action. Not so with The Gifted Boss, in which business columnist Dale Dauten not only tells how extraordinary bosses differ from ordinary ones but actually shows what these bosses look like on the job. Through anecdotes and extended quotes from bosses at dozens of companies, both the well known (Porsche, LensCrafters, Wendy's, and IDG Books) and the obscure (small and midsize businesses in Arizona where Dauten lives), he humanizes the problem in an entertaining yet practical manner. Gifted bosses distinguish themselves from the pack, according to Dauten, by not just hiring employees but by "courting" and ultimately "acquiring allies"; by making their organizations or even just their department as "the best place for the best people to work"; by emphasizing standards (and leaving one's employees free to figure out how to meet those standards themselves) over rules and procedures; and by trusting employees to find their own answers to problems rather than spend one's days putting out brushfires for everyone. To wit, we hear stories of bosses like Dan Schweiker, CEO of China Mist Tea, who, when he first started the company, told experienced salespeople who defected to him, "I'm not going to try to tell you what to do. We're hiring you to learn from you." (He also replaced the conference room table with a pool table!) Or an army general who chucked the weighty military procedure book and told his troops to figure out how to prepare for battle one minute faster than the standardized process... and outline it on one page. (And they did just that.) Or IDG head John Kilcullen (the brains behind the Dummies series of books), who wooed someone to be his finance czar by playing golf with him... even though Kilcullen didn't play golf and showed up in jeans. The Gifted Boss is told in a sort of novelistic form, in which the first-person narrator, a corporate middle-manager stuck in a "glass rut," is regaled with stories by an eccentric but nonetheless warm, wise, and funny old sage named Max Elmore. If that narrative device sounds a bit cloying, it is. (Max, according to the author's acknowledgements, is based on a true-life mentor, a retired professor.) Still, that's a small price to pay for a book with not only smart and bracing ideas on how to be a truly A-1 boss, but a genuine wealth of vivid, sometimes touching stories to show what those ideas look like in the real world. -- Timothy Murphy "The Gifted Boss is another home run from gifted writer Dale Dauten... No boss in America today will want to be without this compelling book on how to lead employees to greatness." -- Steve Chandler, author of Reinventing Yourself "This is a terrific book with a message for everyone -- bosses and employees alike. The Gifted Boss is like a great hamburger: fresh, made to order, and very satisfying." -- Dave Thomas, Founder, Wendy's International, Inc. "Whether you're a manager trying to hire or hold onto your best talent, or an employee who always hoped to have work be more than just another job, this little book can bring you closer to your dream." -- Bob Nelson, author of 1001 Ways to Reward Employees and 1001 Ways to Energize Employees "Wow! Less is more. With this book Dale Dauten has pulled together the most vital wisdom of what it really takes to be a gifted boss. Read it, and your people will thank you." -- Paul G. Stoltz, Ph.D. President CEO PEAK Learning, Inc., author of Adversity Quotient: Turning Obstacles into Opportunities From the Back Cover Good business begins with a good boss -- and the truly gifted ones know that their future depends on creating first-rate employees: the kind of men and women they can teach and trust. Reliable, able, ambitious people who respond to guidance rather than requiring supervision or micro-management, and who understand that real success is shared by everyone from the senior manager to the most junior member of the team. In this priceless business parable, Dale Dauten turns to an eccentric management sage in search of experienced advice on how to become a true leader with the skill and insight to attract and recruit exceptional employees and help them reach their full potential. Filled with prescriptive illustrations, subtle suggestions, and engaging, enlightening anecdotes from well-known managers and CEOs of major companies, this wise, wide-ranging book is entertaining and important reading for anyone who hopes to be an effective boss, able to help every talented

employee to excel and grow into a top performer.