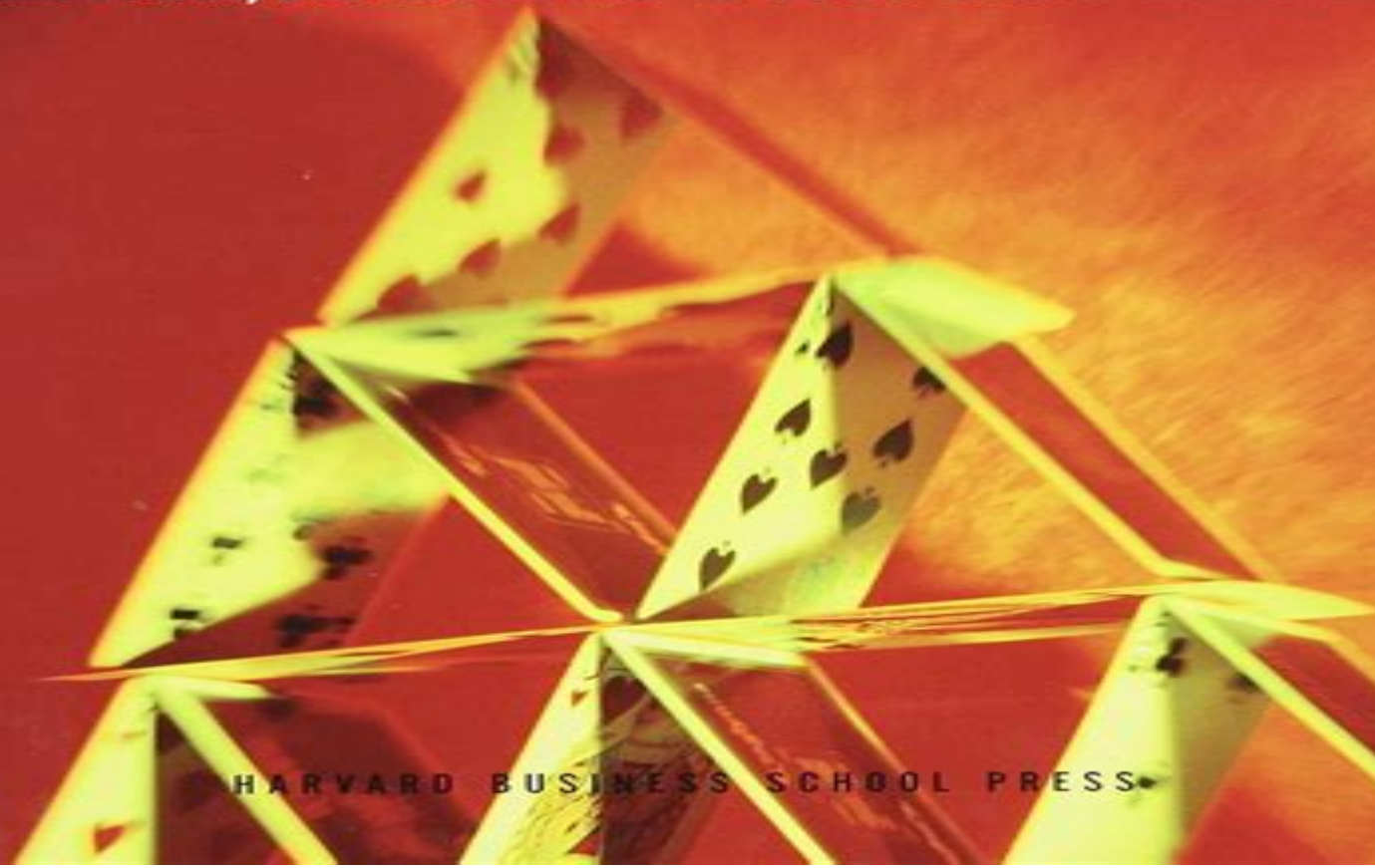


THE SET-UP-TO-FAIL SYNDROME

How Good Managers Cause Great People to Fail

Jean-François Manzoni & Jean-Louis Barsoux



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Set Up To Fail Syndrome How Good Managers Cause Great People To Fail:

Set-up-to-Fail Syndrome Jean-Francois Manzoni, Jean-Louis Barsoux, 2007-02-01 Do you have an employee whose performance keeps deteriorating despite your close monitoring Brace yourself You may be at fault by unknowingly triggering the set up to fail syndrome Perhaps things started off swimmingly But then something a missed deadline a lost client made you question the person s performance You began micromanaging him Suspecting your reduced confidence he started doubting himself and stopped giving his best You viewed his new behavior as additional proof of mediocrity and tightened the screws further In The Set Up to Fail Syndrome Jean Francois Manzoni and Jean Louis Barsoux show how this insidious cycle hurts everyone employees stop volunteering ideas preventing your organization from getting the most from them you lose energy to attend to other activities and your reputation suffers as other employees deem you unfair Team spirit wilts as targeted performers are alienated But the set up to fail syndrome doesn t have to happen The authors provide preventive measures such as loosening the reins as new employees master their jobs If the syndrome has already erupted Manzoni and Barsoux explain how to discuss the dynamic with your employee and reverse the cycle **The Set-Up-To-Fail Syndrome**, 2003 *The Set-Up-To-Fail Syndrome*, 2003 The Leader's Guide to Wellbeing Audrey Tang, 2023-08-11 Your practical toolkit to banish burnout create a culture of psychological safety and inclusion to keep high performance teams feeling valued motivated and energised **The Global Challenge** Vladimir Pucik, Paul Evans, Ingmar Bjorkman, Shad Morris, 2016-03-07 Formerly published by Chicago Business Press now published by Sage Since strategy organizational capabilities and people management are increasingly intertwined in multinational firms The Global Challenge takes a general management perspective on the issues associated with international human resources Each chapter in this book is a stand alone guide to a particular aspect of international human resource management HRM from the history and overview of international human resource management in the first chapter to the functional implications for human resource professionals in the last from building multinational coordination to managing the human side of cross border acquisitions The authors build on the traditional agenda of international human resource management how to respond to cultural and institutional differences manage cross border mobility and develop global leaders This new edition contains the latest advances from research and practice **Talent in Action** Georges Anthoon, 2007-12-17 This is the perfect book to turn your career and your life into a success Every active professional whether just graduated or in the middle or at the end of his career needs to have this book on his or her bedside table It is quite unique that an active manager and staff director delves into his personal font of wisdom and gives away all his secrets and tricks Georges Anthoon hands out tactics and strategies to steer your career into the direction that you yourself want He warns for pitfalls and risks and showers you with countless tips and tricks to avoid misfortune At the same time he explains how you can avoid stress at work and how private happiness and professional success can be matched Thanks to an abundance of personal stories complete with testimonies of colleagues this

book will not bore you for one second Georges Anthoon gives you the chance to have a peek into an experienced HR manager's head His approach is surprisingly original every bit of information a source of enrichment The feelgood work and feelgood life toolboxes should encourage you to get going yourself Two chapters have been written for specific target groups executives or people managers and ambitious high potentials Georges Anthoon is a director of Human Resources Intern Communication and Building Facilities at AXA Belgium a function he also used to have at Belgacom Coopers Lybrand Shell and AIB Vinotte He also teaches Human Resources Intern Communication and Change Management at the Vlerick Management School UAMS Management School and EHSAL In 2001 he received the HR Manager of the Year Award All in all a no nonsense book Interesting for everyone who wants to balance his professional and personal life based on realistic goals action plans and priorities rather than just wait and see Westlandsche Courant Talent in action is an outstandingly entertaining book that at the least we can say The fact is that author Georges Anthoon draws from his own experience and motives He interlaces his story with lots of asides illustrative anecdotes of colleagues staff members friends All this makes it a pleasure to read HR Magazine Happiness at Work Jessica Pryce-Jones,2011-09-20 Sharing the results of her four year research journey in simple jargon free language Pryce Jones exposes the secrets of being happy at work Focuses on what happiness really means in a work context and why it matters to individuals and organisations in both human and financial terms Equips readers with the information knowledge and skills to make the most of the nearly 100 000 hours that they'll spend at work over a lifetime Demystifies psychological research through a fascinating array of anecdotes case studies and interviews from people in the trenches of the working world including business world leaders politicians particle physicists and philosophers sheep farmers waitresses journalists teachers and lawyers to name just a few **See Jane Lead** Lois P. Frankel,2007-04-11 From the New York Times bestselling author of Nice Girls Don't Get the Corner Office a guide for women to find their innate leadership skills and use a leadership approach to be more confident and comfortable in all areas of their lives The workplace is changing From the boardrooms to non profit organizations to the military the typical male management style is now obsolete There is a new generation of employees who reject hierarchical leadership and respond to the behaviors and characteristics that women traditionally exhibit In other words the time for women to take charge is now In See Jane Lead Dr Frankel provides a blueprint for women who want to tap their natural leadership abilities and manage with greater ease and confidence in the business world on the soccer field at home and beyond With the same sharp insight that she demonstrated in Nice Girls Don't Get Rich and Nice Girls Don't Get the Corner Office Dr Frankel shows women how they can overcome sabotaging childhood behaviors that hold them back while offering practical advice and real life examples of strong female leaders who have succeeded in male dominated fields beyond their wildest dreams **The Handbook of Communication Skills** Owen Hargie,2018-07-16 The Handbook of Communication Skills is recognised as one of the core texts in the field of communication offering a state of the art overview of this rapidly evolving field of study This

comprehensively revised and updated fourth edition arrives at a time when the realm of interpersonal communication has attracted immense attention. Recent research showing the potency of communication skills for success in many walks of life has stimulated considerable interest in this area both from academic researchers and from practitioners whose day to day work is so dependent on effective social skills. Covering topics such as non verbal behaviour, listening, negotiation and persuasion, the book situates communication in a range of different contexts from interacting in groups to the counselling interview. Based on the core tenet that interpersonal communication can be conceptualised as a form of skilled activity and including new chapters on cognitive behavioural therapy and coaching and mentoring, this new edition also places communication in context with advances in digital technology. The Handbook of Communication Skills represents the most significant single contribution to the literature in this domain. Providing a rich mine of information for the neophyte and practising professional, it is perfect for use in a variety of contexts from theoretical mainstream communication modules on degree programmes to vocational courses in health, business and education. With contributions from an internationally renowned range of scholars, this is the definitive text for students, researchers and professionals alike.

Encyclopedia of Knowledge Management, Second Edition Schwartz, David, Te'eni, Dov, 2010-07-31. Knowledge Management has evolved into one of the most important streams of management research affecting organizations of all types at many different levels. The Encyclopedia of Knowledge Management Second Edition provides a compendium of terms, definitions and explanations of concepts, processes and acronyms addressing the challenges of knowledge management. This two volume collection covers all aspects of this critical discipline which range from knowledge identification and representation to the impact of Knowledge Management Systems on organizational culture to the significant integration and cost issues being faced by Human Resources, MIS, IT and production departments.

The Innovation Paradox Tony Davila, Marc Epstein, 2014-06-30. For more than twenty years, major innovations, the kind that transform industries and even societies, seem to have come almost exclusively from startups despite massive efforts and millions of dollars spent by established companies. Tony Davila and Marc Epstein, authors of the bestselling *Making Innovation Work*, say the problem is that the very processes and structures responsible for established companies enduring success prevent them from developing breakthroughs. This is the innovation paradox. Most established companies succeed through incremental innovation, taking a product they're known for and adding a feature here, cutting a cost there. Major breakthroughs are hard to achieve when everything about the way your organization is built and run is designed to reward making what already works work a little better. But incremental innovation can coexist with breakthrough thinking. Using examples from both scrappy startups and long term innovators such as IBM, 3M, Apple and Google, Davila and Epstein explain how corporate culture, leadership style, strategy, incentives and management systems can be structured to encourage breakthroughs. Then they bring it all together in a new model called the Startup Corporation, which combines the philosophy of the startup with the experience, resources and network of an

established company Breakthrough innovation no longer has to be the nearly exclusive province of the new kids on the block With Davila and Epstein s assistance any company can develop paradigm shifting products and services and maximize the ROI on its R D *Applying Communication Theory for Professional Life* Marianne Dainton, Elaine D. Zelley, 2022-11-24

Applying Communication Theory for Professional Life is the first communication theory textbook to provide practical material for career oriented students The book features new case studies updated examples and the latest research to help students understand communication theory s importance to careers in communication and business The Fifth Edition features eight new theories a new chapter on theories of strategic communication and expanded discussions of mediated communication theories **Case Studies in Education: Leadership and Innovation** Richard Smith, David Lynch, 2012 This book case studies schools and universities in Australia and elsewhere as they respond to changes in society and the economy that are generated by the Knowledge Economy Chapters by academics scholars and community leaders unravel the circumstances of education and provide an analysis of an education system struggling to find its way in a period of rapid social movement To illustrate their ideas chapter authors offer examples of innovations and the logistics necessary to change the current system of education in school community and university levels *Get Ahead in Your New Job: How to make an impact in the first 100 days* John Lees, 2019-11-15

Get Ahead in Your New Job How to make an impact in the first 100 days is a must have practical guide to help you establish yourself quickly and effectively in a new role whatever your level in an organisation In the first 100 days of a new job you have a unique opportunity to shape your work reputation and re position your career Your ability to read performance expectations management culture and how quickly you need to climb the learning curve makes a difference to your career future Drawing on his work as one of the UK s best known career strategists John Lees shows you how to hit the ground running and avoid classic mistakes Negotiate your new role like a pro gaining clarity about job content and employer expectations Identify the key mistakes new starters make in reputation management and performance Understand how your initial impact shapes your long term career prospects Learn how to manage key relationships with decision makers Anticipate career traps and learn how to avoid or manage them Learn how to map your new organisation to identify key resources trends and people Develop strategies for building on your first 100 days as part of your long term career planning By the end of this book you will be better equipped to make an impact in your new job build key relationships and add significantly to your CV *Above the Clouds* EFQM, 2017-09-08

Some of us work to live Some of us live to work Some of us by design or default don t work at all Whatever your position as a stakeholder in today s society there is no avoiding the complex web that is the world of work Everyone is affected to some degree by issues such as stress and work life balance teleworking offshoring stakeholder democracy globalisation the list goes on But as things continue to change at an ever faster rate what can we expect work to look like in the next five ten or twenty years *Above the Clouds* is the result of a future studies project carried out by the European Foundation for Quality Management EFQM a not for profit foundation

that promotes excellence in European business The project aimed to identify trends that will have an impact on the world of work over the coming decade Work here is defined in terms of methods organisation and future challenges It took two years to create the full picture which is now available in this book Trendspotting sessions were organised across Europe as a means of gathering ideas on where work was heading in the future The experience and insights of people from a diverse range of backgrounds were included in the project Working with raw material from these sessions researchers investigated each of the trends and their possible ramifications on the world of work The resulting articles were posted for comment online People from all around Europe responded and some of these views are quoted in this book In addition academics and leading CEOs and executives were asked for their reactions to these trends Each of the 15 chapters of Above the Clouds analyses a trend in detail and includes perspectives from business academia and comments from the European public There are disagreements but also a surprising amount of convergence on issues such as leadership outsourcing global risk women age spirituality stress and technology Rather than trying to offer certainty the book aims to equip people and organisations with the awareness and adaptability they will need to meet tomorrow s challenges to the way we work It is fascinating reading for anyone interested in how the big issues of work are likely to impact on us all Knowledge Management Murray E. Jennex,2008-01-01 Provides comprehensive in depth coverage of all issues related to knowledge management including conceptual methodological technical and managerial issues Presents the opportunities future challenges and emerging trends related to this subject I Wish I'd Known That Earlier in My Career Jane Horan,2011-11-04 The must read guide to understanding corporate politics in order to get ahead Designed to provide the reader with an understanding of corporate politics from a positive perspective I Wish I d Known That Earlier in My Career uses case studies to teach the essentials of organizational dynamics power networks and the decision making processes and dilemmas involved in business Examining corporate politics and the barriers many managers face in their efforts to reach the top the book works to build awareness and strategies for business and career success Taking a refreshing new approach to workplace politics the book presents new ways to think about embracing opportunities in order to achieve personal and organization wide career satisfaction Rather than encouraging employees to move on and start their own businesses it instead details how to move up within their current companies by learning to understand power bases and conversation more thoroughly Combines individual case studies and real life situations with helpful tips and techniques designed to help overcome corporate challenges Each chapter tells a story that illustrates a constructive concept that can be easily learned and applied in the real world Covers topics including political savvy the benefits of self promotion performance management sexual harassment and other organizational challenges Essential reading for anyone looking to move forward in their professional life I Wish I d Known That Earlier in My Career provides genuinely helpful advice in a highly accessible easily applicable way Encyclopedia of Knowledge Management Schwartz, David,2005-09-30 This encyclopedia is a research reference work documenting the past present and

possible future directions of knowledge management Provided by publisher **Proactive Management in Social Work Practice** Sharon Lambley,2009-05-27 Leadership and management appointments are often made on the basis of an exemplary performance record in a non managerial role with the implicit assumption that this standard will be transferred into the new role However the role of manager and leader in social care is very challenging and some managers struggle to acquire the level of performance they had achieved in their previous role This book will introduce the values and principles that underpin good leadership and management practice to anyone working in social work and social care services **Be * Know * Do** U.S. Army,2010-03-09 The United States Army is one of the most complex best run organizations in the world and central to the Army s success are strong leadership and exceptional leadership development Army leaders must be able to act decisively and effectively in challenging situations But the Army despite its organizational structure does not train leaders in a hierarchical manner Dispersed leadership is the key to the success of the Army leadership model Now for the first time you can have access to the Army s successful leadership philosophy and the principles that are outlined in Be Know Do the official Army Leadership Manual Be Know Do makes this critical information available to civilian leaders in all sectors business government and nonprofit and gives them the guidelines they need to create an organization where leadership thrives

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