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The new one minute manager discussion guide

What is old is new again! One of the most popular and best-selling management books of all time is *The One Minute Manager*, written in 1982 by Ken Blanchard and Spencer Johnson (author of *Who Moved My Cheese?*). Well, the duo is back with a newly updated (2015) version of the timeless classic called *The New One Minute Manager*. Should you read it, or will this six-minute blog post summary be enough? The answer a little later. Let's first check... The original *One Minute Manager*... tells the story of an unnamed man who knows only two types of managers. The

first type of manager is the strict one who only takes care of the underdog and thus works his employees down to the bones. The second type manager is the one who tries to be the good boss, who is liked by his employees, but loses touch with the business of the organization. The unnamed man wonders if the day will ever come when he meets a manager who unites the strengths of the two. Then he hears from a manager in a nearby town who fits the bill and can see him immediately. So he meets with the man who tells him more... Three secrets of administration These secrets, according to the authors, all need a minute or less to execute and have positive and long-lasting effects. Secret #1: One-minute goal setting The first secret the manager has written down in 250 words or less what he expects from the employee. The goals he creates for them should be clear and specific, so much so that they should rarely come to him with questions or problems about them. Secret #2: One-minute lobraisings The second secret has kept the employee in mind about what they've done so they know what they're doing, and so the manager could give praise for a good job. The authors emphasized the concept of catching the employee, doing something right and then giving words of praise, as those who feel comfortable do a good job. Secret #3: One-Minute Reprimands The third and final secret is the one-minute reprimand, which states that the employee knows beforehand that he will be judged on his performance. At the time, the authors believed that the number one motivator was the feedback on the results. In that case, they also believed that the complaint should be directed at the act and not at the person. The world has changed since 1982... .. when the original one-minute manager was written. At that time, most organizations were led from top to bottom by autocratic leadership. These days, things are very different, and to be an effective leader, you not only have to embrace collaborative leadership, but also practice alongside each other. Today's employees are looking for more fulfillment both in their work and in their lives in general. The people hungry to contribute and feel a sense of commitment at work. The new One Minute Manager... .. has changed over time and created a new approach that revolves around understanding that people are the key to an organisation's success, and it is important to treat it as such. Treat. A new approach is reflected in the fact that it encourages the people he creates to reconcile their work and their lives. He also believes that they can manage themselves and with those they work with to benefit both employees and the organization. This new approach becomes apparent when we review the 3 secrets that have been slightly changed to keep up with the changing world. NEW Secret #1: One-minute goals Instead of the manager setting goals for employees, he now listens to employee input and works with them to create the goals. The goals are then outlined on one page in such a way that they are easy for the employee to understand. The employee is then encouraged to review his goals every day to see if what he or she is doing meets his goals. If this is not the case, they will be encouraged to change their objectives so that they can achieve their goals more quickly. NEW Secret #2: One-minute praise the second new secret is the manager who catches the employee doing something right and immediately praising him. The idea is to notice that the employee is doing something right, telling them exactly what they've done right, and then telling them how it made the manager feel. The authors believe that at some point the employee will catch himself to do things right and praise themselves and thus strengthen their self-confidence. NEW Secret #3: One-Minute Re-Directs The third new secret revolves around how managers react when employees have done something wrong. Instead of the one-minute reprimand, the manager has evolved into a one-minute diversion to help the employee learn what to do differently. The idea is to first confirm the facts and review the error together. The manager then lets the employee know how he thinks about the error and how he has affected the results. Then the manager is encouraged to let the employee know that he is better than the mistake he made. After all, the manager lets them know that they think well about them as a person and still have confidence in them. My Take on the New One Minute Manager The authors have clearly updated the original One Minute Manager with the times that so many concepts that were appropriate in 1982 had to evolve. Some of the concepts I liked: the collaborative objective that makes sense. Whenever someone is involved in something like setting goals, they feel that their input is valued, which gives them personal responsibility and leads them to achieve their goals even more. Having clear and concise goals is crucial, as a common theme in organisations today is defined roles and responsibilities. I like the concept of one-minute praise for the simple fact that most employees have no idea how they are doing. And most employees don't know until after their annual performance review, which I think is far too late to get feedback. As far as the one-minute re-direct is concerned, I like the idea of rethinking the objective to make sure that it is clear and whether to clarify it. As for the concepts, I think they can be improved: I think the authors can improve the one-minute redirection by first determining whether the error was the employee's fault or not. There are many times when an error occurs that is a-a-control of the employee. I also believe that they can do a better job so that the manager helps the employee to understand why the mistakes were made and how to correct them. It's almost as if they assume the mistake was made by the employee, and they need to figure out how to do it themselves next time. Overall, in my opinion... .. it is a so-so book with several valid points. It's a basic advice for people's management – and it boils down to having clear goals and then giving them immediate feedback – both praise and re-directs. Although both facets of management are important, there are so many other facets of management that they do not manage, such as working as a team, delegation, communication skills and critical thinking, to name but a few. And it is impossible to deal with anything in terms of content in such a short book. I suppose if you're a first manager, it wouldn't hurt you to read it as there are some good tips and it's only 100 pages long and a quick read. But honestly, I would save my money and just read this 6-minute blog post. By friend and co-blogger Howie is much less diplomatic in his review of the book. When I asked him about his thoughts on the One Minute Manager, this was his answer: when my daughter was 4 years old, she took my brand new copy of the One Minute Manager and threw it into the toilet before I could read it. Well, I got another copy and realized it was way ahead of me. It was not worth reading and should have been thrown into the toilet. The new version would only clog the toilet more. I take a pass on all the books in the One Minute Manager series. It's an insult to the reader that you can teach someone to manage in 1 minute!!! Until next time, always flush and as always... PYMFP! –Rick Use It or Lose It The 3 secrets of the New One Minute Manager are: (1) Use one-minute goals (2) Use one-minute praises (3) Use one-minute re-directs This website uses cookies to improve your experience. We assume you agree, but you can unsubscribe if you wish. Accept Reject Read morePrivacy & Cookies Policy Home > Book Summary – The New One Minute Manager In this updated version of the bestseller, The One Minute Manager, the authors share 3 important secrets that will help you simultaneously Achieve results, have more time and empower the people around you to be more effective and fulfilling. Similar to the original book, the authors use a fable to illustrate the most important ideas. In this summary of The New One Minute Manager, we outline the 3 secrets that can help you/team find job satisfaction, make meaningful contributions, and feel engaged and valued. Get the book for the complete fable or get our complete book summary for a detailed overview of the tips! that the The story is about a smart young man who has been looking around the world for a great manager to work for and learn from. He finally finds a great manager known as the New One Minute Manager. The manager (a) has found the secret formula to simultaneously achieve results for the company and fulfillment for his team; and (b) is able to adapt its techniques to keep pace with rapid changes. By interviewing the New One Minute Manager and his managers, the young man discovers his 3 Secrets, is eventually offered a job, and is a New One Minute Manager himself. A common problem in organizations is the lack of clearly defined roles and responsibilities. For people to be effective: • They need to know exactly what their goals are and what success looks like; and • This definition must be shared between the staff and the manager. One-minute goals are about setting goals that fit in 1 page and can be checked daily in less than 1 minute. In the book or our full 9-page summary, we describe how one-minute goals can be used effectively, including the development and review of those goals, and make it easier for your employees to manage themselves. After setting the 1-minute goals, you remain in close contact with your employees: • Monitor their activities or results and request short progress reports. • It is important to explain that the reason for your close oversight is not to pick up on your mistakes, but to catch them doing something right. This paves the way for you to apply the other two mysteries of the New One Minute Manager: praising people when they do something right, and redirecting them when they are off the track. Most people don't know how to perform, how to improve. Managers often wait until the annual performance review to provide feedback—until then, there are too many incidents or issues that can be addressed in certain actionable details. As soon as you notice that a staff is doing something right, give your one-minute praise. In short: • Share your hymns of praise (30 seconds). • Pause for a short time. • Confirm your staff (30 seconds). What happens when people make mistakes or do something wrong? Similar to the one-minute praise, the key to giving feedback as quickly as possible is with the one-minute re-direct. Once you know a bug, quickly check if the target is clear; if not, start clarifying. Then apply the one-minute re-direct: • Fix the error (30 seconds). • Pause for a short time. • Confirm the staff (30 seconds). For more tips on how to effectively perform one-minute praises, and can be found in the book or in our full summary. In the meantime, here is a brief overview of the 3 secrets: Obviously, it will be ideal to hire star players, give them their 1-page goal and score them 100% all themselves. Unfortunately, such people are rare and expensive to rent. On the other hand, it is also ineffective to hire average people, leave them alone and hope that they will miraculously deliver excellent results. The best way is to People with potential and methodically coach them to star players. The one-minute goals give people a clear goal they can aspire to, and the one-minute hymns and one-minute re-directs help them with progressive course correction until they have the knowledge and skills to achieve outstanding performance. Read the tips at a glance with our book overview and infographic! In the book/full summary we also explain why the 3 secrets work, with additional tips to implement them effectively with your team so that both the staff and the organization can win. Remember: people work for themselves, not for you as a manager. Your real goal is to empower people to manage themselves and feel good about it, so you don't have to manage them. In this way, you free up your own time to plan and improve your own results, enjoy less stress and more time for yourself and your loved ones, and have a positive effect on others to enjoy greater success and fulfillment. OTHER DETAILS IN THE BOOK TO OUTSIDE FOR This is an extremely easy-to-read book presented in a short story that everyone can identify with. Although the ideas are simple, after 35 years they have remained relevant and practical and easy to apply in our hectic workplace. If you liked this article, you'll get a copy of the book for the complete fable, get the summary pack from The New One Minute Manager to read the ideas and tips at a glance, or go to that make self-management easier in your team! Click here to download the book overview and infographic The New One Minute Manager. Click here to order the book online. Click here for more resources and free tips! Tips!

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