

1. Record Nr.	UNINA9910459558503321
Autore	Davenport Thomas O. <1952->
Titolo	Manager redefined [[electronic resource]] : the competitive advantage in the middle of your organization // Thomas O. Davenport, Stephen D. Harding
Pubbl/distr/stampa	San Francisco, : Jossey-Bass, 2010
ISBN	1-282-82250-0 9786612822506 0-470-88491-6
Edizione	[1st ed.]
Descrizione fisica	1 online resource (339 p.)
Altri autori (Persone)	HardingStephen D
Disciplina	658.3/14
Soggetti	Management Performance - Management Supervision of employees Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	pt. 1. Context -- pt. 2. Implementation.
Sommario/riassunto	"In this book the author explains that managers must build human capital and engender employee engagement by managing them almost not at all, by attending instead to the factors and circumstances that make them successful. In other words, managers must play their role from offstage and out of the limelight. Based on a survey of over 16,000 employees, the author presents Towers-Perrins' management performance model: Executing tasks, Building relationships and performance capability, and Energizing change. Additionally, managers must create an atmosphere of authenticity and trust."--