Managing People

Rosemary Thomson,Andrew Thomson

Managing People:

Managing People Rosemary Thomson,Andrew Thomson,2012-05-04 Managing People addresses the perspective of the individual manager whose role includes the management of people as well as issues concerning the organization as a whole The theme of the book is about responding to organizational and environmental change and the people skills that will be required for this in the twenty first century A system model of how the different parts of HR fit together is included with the acknowledgement that different contexts require different approaches and the role of the individual manager is considered within them The stakeholder perspective is examined as it affects the management of people and links human resource management policy and practice to financial results This new edition also reflects the modern move towards performance management as an organizational business strategy The role of leadership at all levels of the organization is also emphasized There is a new chapter on managing challenging situations such as the management of diversity power stress and conflict as well as the handling of grievances and discipline Another new chapter pulls together the increasingly important aspects of the legal regulation of behaviour at work and stresses the move from collective relationships to individual rights in the workplace This text is suitable for use on the Chartered Management Institute Diploma level modules on recruitment and selection managing performance and developing teams and individuals It is also to be used for NVQ courses in HRM at levels 4 and 5 and is valuable for HR Professionals and line managers *The New Art of Managing People* Tony Alessandra,1986-07-17 A fully revised and updated edition of The Art of Managing People offering the latest wisdom on crucial guidelines and techniques for creating a positive work environment and increasing productivity and profitability From the award winning authors of the bestselling management classic comes the revised and updated edition of The New Art of Managing People featuring eight new chapters on important contemporary business issues such as ethics diversity managing conflict and creating high performing teams When a manager establishes a friendly yet productive working atmosphere the benefits to the entire organization are substantial Here Dr Phillip L Hunsaker and Tony Alessandra clearly provide practical and accessible strategies guidelines and techniques for managing the best team you could possible have **HBR's 10 Must Reads on Managing People** Harvard Business Review,Daniel Goleman,2011 Business **Managing People** Eric Swenson,2020-03-25 In 2003 Eric Swenson quit his job and wrote a book about management and leadership based on his seventeen years of experience working for two large corporations Now sev enteen years later he has updated the book with stories and anecdotes from his experience running his own business and working with hundreds of business owners and C suite exec utives Despite the many changes in technology and business over the past generation the hall marks of great leaders have remained the same Eric s core principles of leadership are rele vant for managers of people in any generation business industry or role Managing People is a book written by a manager for managers and packed with practical ev eryday advice that anyone can learn and adapt to their own teams This is not high level theory but rather in the trenches knowledge

from someone who has been there and done that as a manager as a strategic advisor and as a business owner **Managing People** Michael Armstrong,1998 Armstrong looks at the role and responsibility of the line manager as a personnel manager covering topics such as employee development performance management health and safety issues and the legal framework Managing People Jane Weightman,2004 The new IPD core management standards define the essentials for competently managing and developing people and are compatible with an N SVQ at level 4 in management This book offers an introduction to working with people **Managing Projects, Managing People** David Parker,David William Parker,Michael A. Craig,2008 With so many organisations using projects to implement change and easy to use computer packages greatly reducing the mechanistic aspects of project planning project managers now require more highly developed leadership skills than even before Managing Projects Managing People draws on theoretical aspects of managing and mitigating risks motivational and leadership theory and excellent communication to provide the reader with the skills required for project management in today s business environment In addition to the theoretical foundations attention is given to PRINCE Projects IN Controlled Environments that supports and frames the application of projects to ensure conformance compliance adequate reporting procedures due diligence and communication to all stakeholders Managing Projects Managing People takes a nontraditional approach to project management and is designed to facilitate the reader s understanding of the principles of managing a project The book addresses most types of project but particular emphasis is given to the non manufacturing sector and especially the services sector Chapters contain examples and relevant case studies to further demonstrate and support the foundations and skills addressed throughout For academics prescribing this text a comprehensive instructor s manual and power point presentations are provided on CD **HBR's 10 Must Reads on Managing People (with featured article "Leadership That Gets Results," by Daniel Goleman)** Harvard Business Review,Daniel Goleman,Jon R. Katzenbach,W. Chan Kim,Renée A. Mauborgne,2011-02-07 Managing people is fraught with challenges even if you re a seasoned manager Here s how to handle them If you read nothing else on managing people read these 10 articles featuring Leadership That Gets Results by Daniel Goleman We ve combed through hundreds of Harvard Business Review articles and selected the most important ones to help you maximize your employees performance HBR s 10 Must Reads on Managing People will inspire you to Tailor your management styles to fit your people Motivate with more responsibility not more money Support first time managers Build trust by soliciting input Teach smart people how to learn from failure Build high performing teams Manage your boss This collection of best selling articles includes featured article Leadership That Gets Results by Daniel Goleman One More Time How Do You Motivate Employees The Set Up to Fail Syndrome Saving Your Rookie Managers from Themselves What Great Managers Do Fair Process Managing in the Knowledge Economy Teaching Smart People How to Learn How Un ethical Are You The Discipline of Teams and Managing Your Boss **Best Practices: Managing People** Barry Silverstein,2009-10-13 In today s hypercompetitive business climate

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Combining theory and practice Managing People in the Hospitality Industry offers a concise portrait of the industry at work and is essential reading for the hospitality managers of tomorrow *Managing People* Rosemary Thomson,Eileen Arney,Andrew Thomson,2015-03-02 This updated and exciting fourth edition of Managing People A Practical Guide for Front Line Managers addresses the growing needs of front line managers who are not themselves specialists in personnel management but whose roles require them to have these skills A growing trend over the last two decades has given these managers an increasing amount of responsibility of direct line management which can be extremely challenging especially if the correct training is not given This book examines how the different parts of managing people fit together whilst acknowledging that different contexts require different approaches and recognizing ongoing organizational environmental and legal changes that affect the employment framework It recognizes the rapidly changing context in which modern front line managers have to operate and acknowledges the increasing expectations of good leadership as a necessity However the book also emphasizes the need for front line managers to understand themselves their own management styles and attitudes together with the importance of empathy in appreciating the perspectives of the staff that work under them Managing People A Practical Guide for Front Line Managers is designed for both new managers and for NVQ SVQ Level 4 students It is also appropriate for the first stages of Foundation Degrees and for HND courses combining academic study with workplace learning *Managing People for the First Time* Julie Lewthwaite,2006 Absolutely everybody in all types of organisation business professional governmental academic has to make the critical leap to managing people for the first time Written from the perspective of the novice and widely adopted in businesses in particular the public sector this book reflects the changes in theory and practice **Managing People & Performance** David Ross,2012-03-23 A top team needs top players but successful managers also know how to get the best possible performance out of every member of their team whatever their personality or skill set To build a high performance team you need to know your team members individually and be able to motivate them to work together to deliver the results you need This book will teach you the key skills you need to create develop and manage a high performance team and at the same time accelerate your career development *Managing People in Education* Tony Bush,David Middlewood,1997-02-28 Aims to enhance management practice in education by presenting research findings and theory from a wide range of contributors Skills and Enterprise Update This is indeed a book which could be useful to a much larger readership than the normal closed circle of those working in education Managing Schools Today The book presents relevant research and theory in order to enhance management practice in education The editors intention is to articulate good practice on the basis of evidence in educational settings The ideas presented here are derived from international research and practice and apply to all phases of education with the emphasis on applying research findings to improve practice in schools and colleges *Managing People is Like Herding Cats* Warren G. Bennis,1997 Cats of course won t be herded And the most successful organizations in the 21st Century won t be managed they ll be led The

answer to America s current leadership crisis is leaders not managers who recognize that the only capital that really counts is human capital And whether readers are looking for a leader or looking to be a better one Warren knows what it takes In answer to the leadership crisis Bennis offers insight into developing leaders and their competencies by explaining ten traits of dynamic leaders and how these leaders constantly reinvent themselves The 21st century will require leaders who can inspire and orchestrate change rather than impose it or simply react to it The section on Leading Change will in itself make this a must have book   **How to Manage People** Michael Armstrong,2008 How to Manage People is a practical new book from bestelling author Michael Armstrong A distillation of all his knowledge and experience it provides advice to managers and team leaders on how to manage people in their teams getting the best results from them and dealing with any people problems that may arise Many managers have to do their job without HR advice and this book is particularly designed to meet their needs It covers every aspect that involves getting things done through people including leadership motivating people team building delegating interviewing managing performance developing and rewarding people managing change and handling people problems Concise yet comprehensive How to Manage People provides vital support for every front line manager and should be essential reading for anyone who wants to get the best results from their staff

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