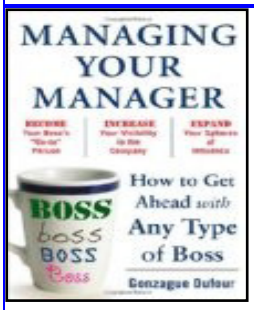
BOOK REVIEW

Managing Your Manager

How to Get Ahead with Any Type of Boss



"Managing Your Manager: How to Get Ahead with Any Type of Boss" by Gonzague Dufour is a new book that Human Resource professionals (as well as Training and Development experts) should get for their bookshelves. The book is well-written and was designed for use by individual contributors or lower level management to use for improving their career opportunities no matter what type of boss they may have. However it has excellent application for HR and T&D as well, since many people in these departments are now expected to act in organizational development and performance consulting roles as well as understanding all aspects in their own areas. How can this book help HR/T&D?

This book offers detailed insight into six typical manager types referenced as Bully, Good, Kaleidoscope, Star, Scientist, and Navel. Since HR/T&D representatives work for many managers besides their direct report, this book offers an opportunity to gain new insight into the many managers that may be encountered while doing multiple roles. The book provides questions to verify what type of manager each person might be, how to approach each type with what works and does not, and what a particular type of manager expects from those around him or her. Understanding the managers that one may be working with can lead to improved relations, better results, and potential for career growth.

The author, Gonzague Dufour, is a Human Resources executive who has held senior positions with many top companies and consulting firms in different countries. Besides the details on the six manager types, he shares positive and negative stories from his past and that of his associates to aid reader understanding of working with different types of managers. His book goes beyond the six highlighted types and discusses five additional types (Laisser-Aller, Parent, Geek, Number Two, or Con Artist) and how to recognize an extreme negative or positive type. Dufour ends this book with the Seventh Leader, which is the perfect boss. Although he emphasizes this as a "dream" boss rather than a "real" type, it is an ideal target for in any leadership training being developed within an organization. Hopefully Dufour will come out with another book soon explaining in more detail how to develop existing managers into Seventh Leaders.

About the Reviewer:
Shirley Fine Lee is a productivity trainer/consultant, meeting facilitator, and professional speaker. To contact her or find out more, visit her website at www.shirleyfinelee.com.

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