

21 Ideas for Managers

Practical Wisdom for Managing Your Company and Yourself

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1.A World of Differences

In which the assumption is made that everyone is intelligent or talented but in a different way. Choose your talent from the list.

2.The "E" Factor

In which we look at the way people's needs and ambitions change over time and according to the situation. Where were you, and where are you now on the ladder of human needs?

3.The Secret Contract

In which we examine the unspoken contract each of us makes with everyone we meet but keep so secret that it seldom works. What is in your contract-and do the others know?

4.The Territorial Itch

In which we look at the ways people stake out their territories in their work and in life, and how crucial this can be. What are your territories and how do you protect them?

5.The Inside-Out Donut

In which a job, any job, is compared to a donut turned inside-out, with responsibilities mixed with opportunities. Can you draw your donut? Would you like it to be different?

6.The Johari Window

In which one way of thinking about ourselves and other people is revealed and discussed with all its implications. What shape is your window?

7.The Actor's Roles

In which way we see how the parts we are asked to play in life can shape the way we behave and the way people think of us. What parts have you been given? What part would you like?

8.Marathons or Horse Races

In which the different kinds of competitions that happen both in organizations and in life

are experienced. Can you devise your own marathon?

9.The Self-Fulfilling Prophecy

In which we examine how so often we live up-or down-to the expectations people have of us. Who expects what from you?

10.The Stroking Formula

In which it is explained why stroking people psychologically usually works better than striking them. Have you had any good strokes lately? Or given any?

11.Parents, Adults, and Children

In which we explore whether we choose to play the adult or the parent or the child in different situations, why we choose each option and what the results can be. Which role do you like playing?

12.Power Politics

In which the different options for influencing people are analyzed. What is your power base?

13.Teams and Captains

In which it is explained why groups are not always teams and why committees never are, and why teams need different sorts of players and a captain. Is your group a team?

14.Outward and Visible Signs

In which we see how the outward signs of organizations and of people say a lot about their inward workings. What do the outward signs say about your organization-and about you?

15.Tribes and Their Ways

In which we explore the very different ways in which different groups of people have chosen to organize things. Choose the organization or tribe to fit your style.

16.Find Your God

In which the different styles of management are given the personality attributes of four Greek gods. Which one best suits you?

17.Counting and Costing

In which it is demonstrated that the cost of anything can be calculated in at least ten different ways. Do you know what the bits of your work really cost?

18.The Customer Is Always There

In which it is argued that, to feel useful, we all need clients and customers, whether we are in business or not. Who is your client?

19. Curiosity Made the Cat

In which the atmosphere which makes successful organizations so avid for learning and discovery is analyzed. The same can also be applied to people. Have you got the appetite?

20. Shamrocks Galore

In which it is forecast that more and more organizations are going to have three leaves like a shamrock, each of a different type of workforce. What part of the shamrock do you work in?

21. Portfolios and Flexi-Lives

In which it is envisaged that for many of us the world of work will be made up of bits and pieces, thus creating the need for everyone to make a personal collection or portfolio. What might go into your portfolio?