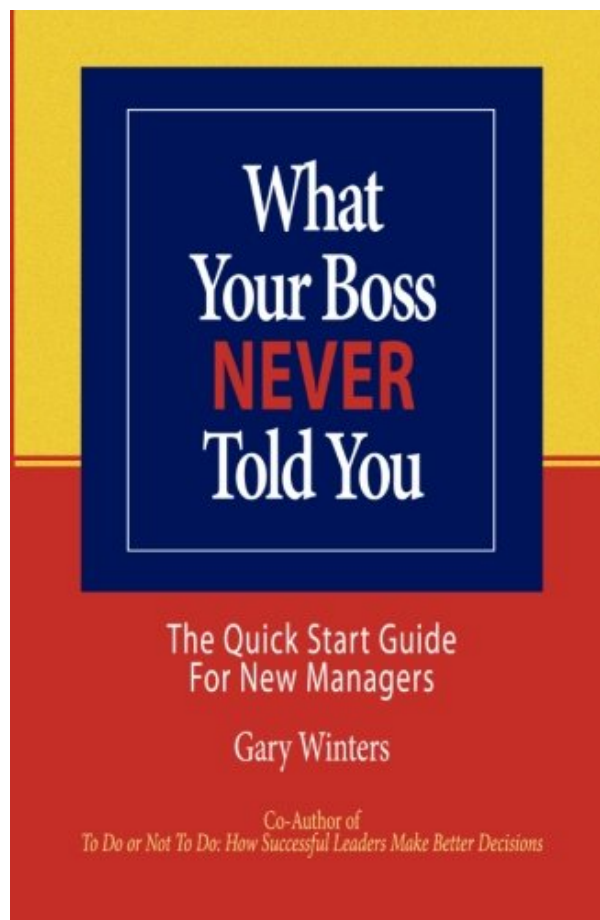
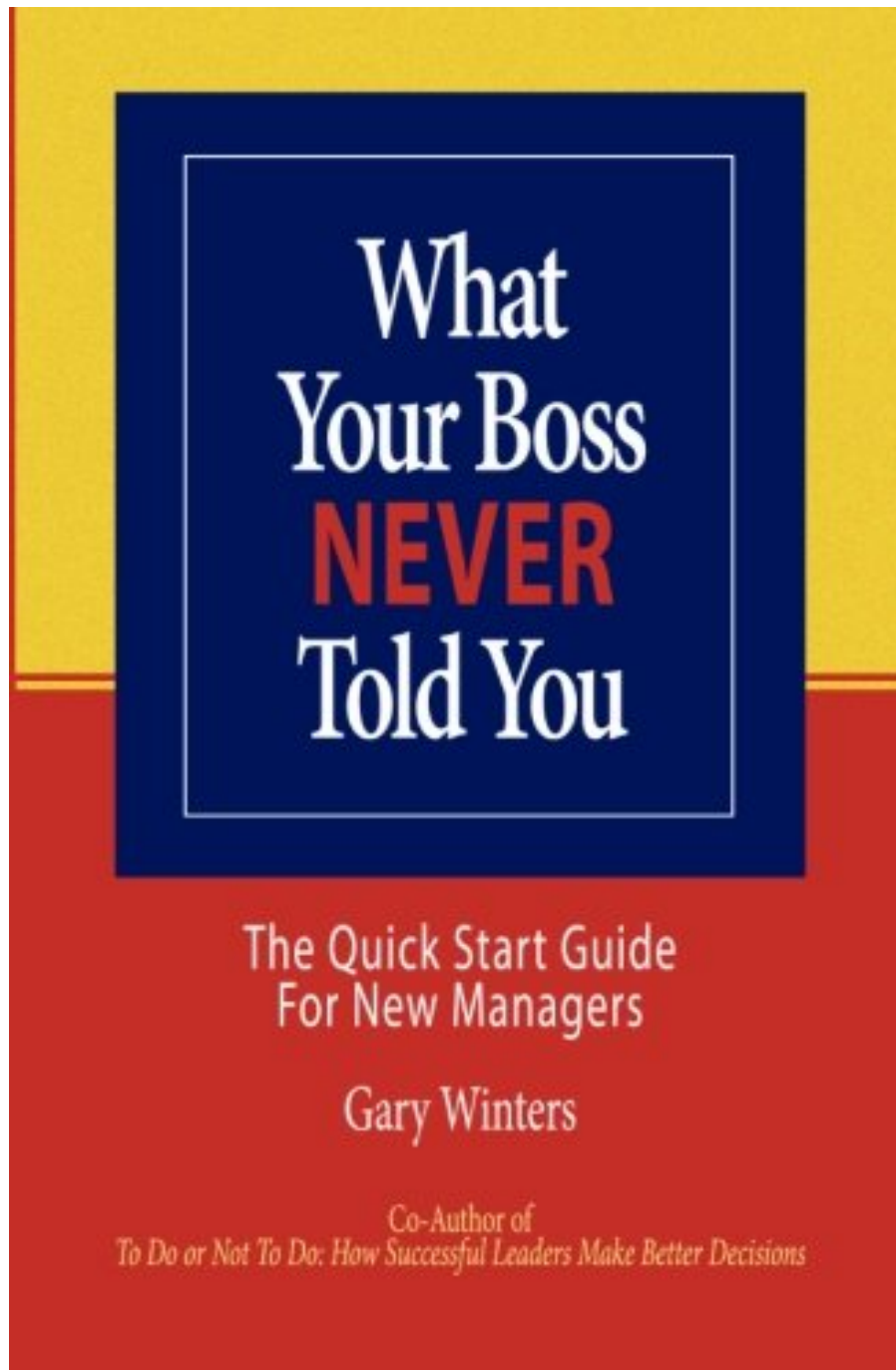


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About the Author

Gary Winters is the founder and publisher of a popular leadership blog, The Leadership Almanac. Thousands of visitors have come to the site for his articles on practical, effective, and proven management strategies and tools. For the past twenty-five years, Gary has been a leadership coach, a team-building facilitator, and a management workshop designer / presenter. Over 30,000 participants have attended his seminars. Based in San Diego, Gary has extensive experience in the public, non-profit and private sectors, with clients including federal, state, county and local government agencies, high tech manufacturing, telecommunications, hospitals and school districts, and others. His first book, co-written with Eric Klein, is To Do Or Not To Do: How Successful Leaders Make Better Decisions. To learn more about Gary, visit him on the internet at www.garywinters.com, email him at gary@garywinters.com, or phone him at 619-840-0148.

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If you're a new manager (or are considering such a position), you'll want *What Your Boss Never Told You*, by Gary Winters, at your side. It's filled with practical suggestions and powerful insight about your new position. Most people are selected for management because of their outstanding technical skills, but as Winters points out, "What got you to the party may get you shown to the door," if you don't learn to think (and act) like a leader. This book will kickstart your leadership development plan. The transition into management is challenging, and too many newly-promoted managers get little support making the shift. But if they search for a book on management, they'll find a staggering 600,000+ books currently available. How can you narrow that down? *What Your Boss Never Told You* is the best place to start. No textbook here - this book is short and sweet. It's designed to help you "unpack" your new job and be effective from the first day with your new team. It contains twenty-one chapters filled with the wisdom Winters has gathered from real managers - effective, successful leaders in organizations much like yours. You can read it over the weekend or on a flight to a business conference. Then you can put the ideas into practice immediately. It's that simple. The book's title is an acknowledgement that many experienced and talented senior managers aren't as skilled (or committed) as we might like them to be in terms of developing new managers. Plus they have many priorities - and getting the new manager "coached up" is but one of them. Winters has spent over 25 years learning from effective managers what they do and how they think. The lessons for new managers are in this book. Just as a Quick Start Guide helps a photography enthusiast start shooting good pictures with a new digital camera right out of the box, *What Your Boss Never Told You* will give you the confidence to start leading your new team in the right direction immediately.

- Sales Rank: #1366387 in Books
- Brand: Brand: CreateSpace Independent Publishing Platform
- Published on: 2010-09-30
- Original language: English
- Number of items: 1
- Dimensions: 8.00" h x .32" w x 5.25" l, .34 pounds
- Binding: Paperback
- 140 pages

Features

- Used Book in Good Condition

About the Author

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How Successful Leaders Make Better Decisions. To learn more about Gary, visit him on the internet at www.garywinters.com, email him at gary@garywinters.com, or phone him at 619-840-0148.

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5 of 5 people found the following review helpful.

A Word to the Wise

By Lab Manager

Where were Gary Winters and "What Your Boss Never Told You" when I really needed it? Here I am at the end of my career and I finally read a management book that encapsulates 40 years of learning the hard way. It is not so much a "how to" book as a "heads-up things to think about" book. I might have titled it "A Word to the Wise". The author doesn't try to provide pat solutions to every management situation, but makes the reader aware of what to look for to avoid managerial pitfalls. I couldn't find a single chapter where I didn't have an anecdote that supported author's assertions. As I began each chapter I tried to anticipate what I thought were important points to make and I was not once disappointed. It doesn't matter where you are in your management career "What Your Boss Never Told You" is a great starting place for a new manager or an excellent refresher for the seasoned veteran.

3 of 3 people found the following review helpful.

Like Operating a Floor Sander!

By Caseman

This is an excellent, valuable book. I've read numerous management and supervision books over the years. Some were notable. Most of the others quickly became forgettable. "What Your Boss Never Told You" is one of the very best I've come across, and here's why. Gary Winters has a wonderful knack for getting right to the point, concisely and clearly. So, as a "read," the 120 pages of WYBNTY breeze along nicely. The other equally important aspect of this book is that Winters has made these management stories and lessons REAL. There is virtually nothing intellectual or scholastic about this book - and I seriously mean this as a high complement. Winters takes us for a walk through real workplaces, with real stories and real people trying to figure out how to become better managers. This book is chock full of practical tangible, useful wisdom. I've been a manager for fifteen years, and I learned a lot from the lessons and stories in WYBNTY. It's right up there with "Leadership Jazz" in my short list of greatest books about effective management and leadership. And Winters is right - I didn't know it until I had it confirmed by this book, but managing people IS indeed like operating a floor sander!

2 of 2 people found the following review helpful.

A must read for new managers

By Susan Gerke

This book is exactly what every new supervisor/manager needs to help him or her navigate the first 6 months in the new role! The issues that Winters has illustrated generally don't come up in management training, but they are vital to understand. This book isn't about "skill building," it's about the unexpected issues that pop up and require some thinking. Having this book is like having a mentor who knows just what you are dealing with and provides great advice!

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