



People Leave Managers...Not Organizations!: Action Based Leadership

Rick Tate

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People Leave Managers not Organizations! provides managers at every level with the ability to understand how to take the right action, at the right time, to increase performance and create a motivational work environment. For years, the myth of traditional thinking was that creating high morale resulted in high performance. Think again! Authors Rick Tate and Dr. Julie White destroy this myth and provide managers practical, applied methods, skills, and concepts that come directly from over 30 years of research in organizational effectiveness, not from some new management "avor of the month." With a concise, easy to remember model, managers will be energized to lead more effectively, with fewer resources and within tighter budgets. Imagine what it will be like to take action the right action, at the right time to get bottom line results! People Leave Managers not Organizations! focuses on the manager's role and actions to impact: Employee Motivation Performance Expectations Employee Ability Employee Attitude Confidence Desire and Motivation Organizational Issues Personal Issues Meaningful Participation Leadership Action: When the leader's action is aligned with the follower's performance results and attitude (rather than the leader's comfort zone), then performance, retention, and relationships all improve.

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