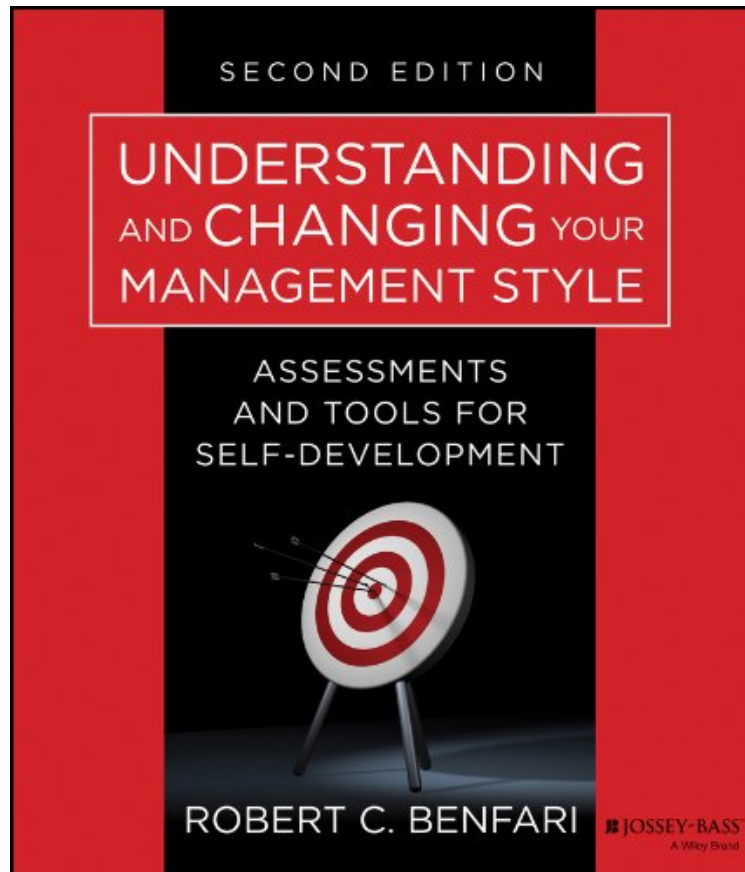


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## Understanding and Changing Your Management Style: Assessments and Tools for Self-Development (J-B Warren Bennis Series)

*Robert C. Benfari*

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**Robert C. Benfari : Understanding and Changing Your Management Style: Assessments and Tools for Self-Development (J-B Warren Bennis Series)** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Understanding and Changing Your Management Style: Assessments and Tools for Self-Development (J-B Warren Bennis Series):

An update of the classic book that reveals the 6 keys to successful management In this new edition of his best-selling book, Robert Benfari explains that the best managers are not born that way but share a mix of characteristics that can be analyzed, understood, and most importantly changed. He identifies the six characteristics of successful managers (Psychological Type; Needs/Motivation; Use of Power; Conflict Style; Our Basic Values; and Our Reaction to Stress) and uses these building blocks to show how anyone can use personality-specific strategies for resolving conflicts,

solving problems, managing stress, handling difficult situations at work, and positively influencing others. Includes a proven pathway for becoming an effective manager Contains new information on management style and leadership, human nature and neuroscience, and the dark side of management Includes a self-assessment for each of the six building blocks to successful management This research-based book offers the tools leaders need to improve their management style and succeed in the workplace.

From the Back Cover Understanding and Changing Your Management Style Drawing on recent findings in the neuro- and cognitive sciences, this second edition of *Understanding and Changing Your Management Style* offers a guide for identifying, analyzing, and understanding the building blocks that successful managers share in common. Robert Benfari outlines the six building blocks (Psychological Type, Needs/Motivation, Use of Power, Conflict Style, Our Basic Values, and Our Reaction to Stress) that you need to develop as an effective manager. He shows how to utilize behavioral strategies for resolving conflicts, solving problems, managing stress, handling difficult situations at work, and positively influencing others. The book utilizes self-assessments, concept development, cases, and exercises to enhance the building blocks. "Robert Benfari's new book, *Understanding and Changing Your Management Style*, represents the distillation of a lifetime of teaching, research, and professional practice in this critical field. His multidisciplinary approach will prove an asset to students as well as to practitioners of management as they develop their successful leadership style." —Michael Shinagel, PhD, Dean of Continuing Education and University Extension, Harvard University "A fascinating view into our brain and our management style, much needed today to cope with the 21st century work environment." —Ricardo Altimira, PhD, faculty, IE Business School, Spain "Robert Benfari is a seasoned expert who offers the rare combination of insightful research and practical tools for exploring oneself and adapting to the ever-changing corporate world—as demonstrated by the vast appreciation of students and managers he has taught and advised around the world." —Prof. Dr. Ana María Mass, Dean, Virtual UADE (Universidad Argentina de la Empresa) About the Author Robert C. Benfari, AB, MBA, PhD, MSPH, is a multidiscipline behavioral scientist who has spent most of his career in teaching, research, and practice as a professor at the Harvard School of Public Health and the Division of Continuing Education. Benfari also consults to industry and government and conducts workshops on developing one's management style.