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Ferdinand F. Fournies is the author of Coaching for Improved Work Performance (3.92 avg rating, 212 ratings, 20 reviews, published 1978), Why Employees D... Home My Books

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Managing employees in today ' s rapidly evolving workplace can sometimes feel like negotiating a minefield. Such recent new trends as flextime, telecommting, 360-degree feedback, the flattening of hierarchies, and the increased use of temps and contract workers present tough new challenges for supervisors in every field.

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Ferdinand F. Fournies is an internationally known consultant, speaker, and former professor at Columbia University ' s Graduate School of Business. --This text refers to the paperback edition. From the Back Cover

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Ferdinand F. Fournies is a business management speaker and consultant whose work has been translated into several languages. He is the author of Why Employees Don ' t Do What They ' re Supposed To Do and What To Do About It .

Coaching for Improved Work Performance Free Summary by

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Ferdinand F. Fournies was an internationally acclaimed business consultant and author of bestselling business books that have been translated into multiple languages. An expert in management and sales techniques, Fournies consulted to companies around the world, including Kodak, Merck, Hewlett Packard, and 3M.

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Ferdinand F Fournies (1928 - 2004) - Flat Rock, NC

Ferdinand F. Fournies, internationally recognized consultant, speaker, and professor at Columbia's Graduate School of Business is now retired.

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Coaching for Improved Work Performance, Revised Edition ...

Former Columbia Graduate School professor and consultant Ferdinand Fournies knows. Over the course of two decades, Fournies interviewed nearly 25,000 managers asking them why, in their experience, direct reports did not accomplish their work as assigned. Here are the top reasons Fournies heard most often and which he described in his book, *Why Employees Don't Do What They're Supposed To and What You Can Do About It*.

Top Reasons Why Employees Don't Do What They Are Supposed ...

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Managing employees in today's rapidly evolving workplace can sometimes feel like negotiating a minefield. Such recent new trends as flextime, telecommuting, 360-degree feedback, the flattening of hierarchies, and the increased use of temps and contract workers present tough new challenges for supervisors in every field. This timely, completely revised and updated edition of Ferdinand Fournies's classic management coaching "bible" shows you proven ways to get workers to perform at the highest level while eliminating the self-destructive kinds of behaviors that have become increasingly prevalent in recent years. In this book, you'll be taught specific face-to-face interventions you can use to enhance performance in every kind of workplace situation--from sales to creative brainstorming. There are also interventions uniquely suited to resolving problems

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ranging from low productivity to absenteeism to conflicts between individuals. You ' ll learn precisely what to say and do so that each person you supervise will want to give you his or her best work--even when that person was previously thought to be a "problem employee." Packed with brand-new case studies from Fournies ' s latest research into the dynamics of the modern workplace, this classic guide takes all the guesswork out of becoming the kind of inspired, "hands-on" manager that every company today is looking for!

Fournies outlines the many reasons why employees fail to do what is expected of them and describes specific actions that every manager can take to improve employee productivity. Supervisors will also learn how to maintain good work performance and avert potential problems.

This fully revised and updated edition of Fournies's classic "New York Times" bestseller covers all the latest developments in business innovation and customer relations, and features such new workplace issues as outsourcing and temp workers, flextime, and telecommuting.

Business revolves around making decisions, often risky decisions, usually with incomplete information and too often in less time than we need. Executives at every level, in every industry, are confronted with information overload, less leeway for mistakes, and a business environment that changes rapidly. In light of this increased pressure and volatility, the old-fashioned ways of making decisions—depending on intuition, common sense, and specialized expertise—are simply no longer sufficient. Distilling over thirty years of groundbreaking research, *Winning Decisions*, written by two seasoned business advisers and world leaders in behavioral decision studies, is a

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comprehensive, one-of-a-kind guide to the proven methods of making critical business decisions confidently, quickly—and correctly. Decision-making is a business skill which managers often take for granted in themselves and others—but it's not as easy as some might think. The authors, whose expertise has been sought out by over a hundred companies, including Arthur Andersen, Hewlett-Packard, IBM, and Unilever, contend that decision-making, like any other skill, must be developed and honed if it is to be used effectively. *Winning Decisions* offers step-by-step analyses of how people typically make decisions, and provides invaluable advice on how to improve your chances of getting your next big decision right the first time. The book is packed with worksheets, tools, questionnaires, case studies, and anecdotes analyzing major decisions made by organizations like British Airways, NASA, Shell Oil, and Pepsi. Some of the proven, straightforward techniques covered in *Winning Decisions* include how to: Reframe issues to ensure that the real problem is being addressed Improve the quality and quantity of your options Convert expert yet conflicting opinions into useful insights Make diversity of views and conflict work to your advantage Foster efficient and effective group decision-making Learn from past decisions--your own and those of others With *Winning Decisions*, managers and other professionals now have access to a proven set of skills and strategies they need for making the right decision, right away.

Day-in, day-out, managers and supervisors face a myriad of personalities in the workplace. Managing these individual characters can sometimes drive even the calmest boss into a frenzy. Here, for the first time in English, is a humorous, yet practical and effective title on how to deal with all those seemingly 'incompetent' people on your staff. Step-by-

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step, author Gabriel Ginebra guides you through the ' Fougier Model ' to diagnose inefficiencies; and through this process, you ' ll learn how to discern and improve people ' s behaviors in the workplace. Business readers the world over have been impressed with this innovative approach to managing staff; you too, can benefit from this wisdom.

A modern guide to the four temperaments.

From the brain trust at The Atlanta Consulting Group comes a simple method hailed as a revolution in management practice: learning to care. Caring isn ' t a frill. It delivers results. And for some unenlightened managers, learning to care can be a matter of corporate life or death. Managing from the Heart is the story of Harry Hartwell, a composite character drawn from decades of the authors ' field experience on the front lines of management reform. Known by his staffers as " the Abominable No Man, " Harry ' s remarkable transformation into a caring and compassionate manager offers an easy-to-apply business parable—and an absolutely painless, one-of-a-kind learning experience. Acquire the five principles of caring management. Your people will be glad you did. And so will everyone who keeps an eye on your bottom line. Praise for Managing from the Heart " Outstanding! Delivers the right message at a critical time. " —Lee A. Robbins, VP and CFO, Puritan Bennett " Five powerful principles, so simple they are arresting. Their application by every manager can catapult a company to new heights of greatness. " —Don M. Schrello, chairman, Schrello Direct Marketing, Inc. " Much needed! " —Norman Vincent Peale " Managing from the Heart is a gift you should give to yourself and your people. It outlines a

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beautiful philosophy that if applied will not only impact human satisfaction in your organization, but bottom line results. ” —Kenneth Blanchard, Ph.D., co-author of The One Minute Manager

"Managers often learn how to lead and manage while doing their jobs. The Successful Manager's Handbook helps you fulfill two of your most important roles as a manager--developing yourself and coaching others." -- back cover.

Great management is difficult to see as it occurs. It's possible to see the results of great management, but it's not easy to see how managers achieve those results. Great management happens in one-on-one meetings and with other managers---all in private. It's hard to learn management by example when you can't see it. You can learn to be a better manager---even a great manager---with this guide. You'll follow along as Sam, a manager just brought on board, learns the ropes and deals with his new team over the course of his first eight weeks on the job. From scheduling and managing resources to helping team members grow and prosper, you'll be there as Sam makes it happen. You'll find powerful tips covering: Delegating effectively Using feedback and goal-setting Developing influence Handling one-on-one meetings Coaching and mentoring Deciding what work to do---and what not to do ...and more. Full of tips and practical advice on the most important aspects of management, this is one of those books that can make a lasting and immediate impact on your career.

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