



## Manager's Bookshelf (9th Edition)

By Jon L. Pierce, John Newstrom

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**Manager's Bookshelf (9th Edition)** By Jon L. Pierce, John Newstrom

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The ninth edition introduces a fresh new set of articles that have been included from eighteen new bestselling titles on management.

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## Editorial Review

From the Back Cover

## Forty-Five of the Best-Selling Business Books...All in One Place.

**This is THE best way to expose yourself to dozens  
of timely ideas and theories!**

There are dozens of outstanding books out there that have captivated the attention of today's management community. In fact, there are so many books that to buy them all could empty your wallet while overflowing your bookshelf. From the classics to the cutting-edge, *The Manager's Bookshelf. A Mosaic of Contemporary Views* gives you objective summaries of a broad sampling of dozens of business best-sellers. You'll be introduced to the works of noted authors on important topics such as:

- High-Performing Organizations
- Organizational Vision and Goals
- Motivation
- Empowerment and Participation
- Teams and Teamwork
- Leadership
- Managing Diversity
- Organizational Change and Renewal
- Organization Learning
- Ethical Management
- Global Dimensions
- Managing Personal Effectiveness

*The Manager's Bookshelf* is the only book in which you'll find such a rich diversity in the nature and source of the ideas expressed—some are descriptive in nature, others are prescriptive; some are philosophical, others report on personal or organizational experiences; some represent armchair speculation, others are based on empirical study. It's like having 45 best-sellers in less than 400 pages! New summaries to this edition include:

- Chris Argyris, *Flawed Advice and the Management Trap*
- Jon R. Katzenbach, *Peak Performance*
- Malcolm Gladwell, *The Tipping Point*
- Robert S. Kaplan and David P. Norton, *The Strategy-Focused Organization*
- Edward E. Lawler III, *Rewarding Excellence*
- Kenneth W. Thomas, *Intrinsic Motivation at Work*
- James C. Collins, *Good to Great*
- Dannemiller Tyson Associates, *Whole-Scale Change*
- Spencer Johnson, *Who Moved My Cheese?*

- Ian I. Mitroff with Gus Anagnos, *Managing Crises Before They Happen*
- Daniel Goleman, *Working with Emotional Intelligence*
- Stephen C. Lundin, Harry Paul, and John Christensen, *Fish!*

#### About the Author

**Jon L. Pierce** is Professor of Management and Organization in the School of Business and Economics at the University of Minnesota Duluth. He received his Ph.D. in management and organizational studies at the University of Wisconsin-Madison. He is the author of more than 60 papers that have been published or presented at various professional conferences. His publications have appeared in the *Academy of Management Journal*, *Academy of Management Review*, *Journal of Management*, *Journal of Occupational Behavior*, *Journal of Applied Behavioral Science*, *Organizational Dynamics*, *Organizational Behavior and Human Decision Processes*, and *Personnel Psychology*. His research interests include sources of psychological ownership, employee ownership systems, and organization-based self-esteem. He has served on the editorial review board for the *Academy of Management Journal*, *Personnel Psychology*, and *Journal of Management*. He is the coauthor of six other books—*Management*, *Managing*, *Management and Organizational Behavior: An Integrated Perspective*, and along with John W. Newstrom, *Alternative Work Schedules*, *Windows into Management*, and *Leaders and the Leadership Process*.

**John W. Newstrom** is Professor of Management in the School of Business and Economics at the University of Minnesota Duluth. He completed his doctoral degree in management and industrial relations at the University of Minnesota and then taught at Arizona State University for several years. His work has appeared in publications such as *Personnel Psychology*, *California Management Review*, *Journal of Management*, *Academy of Management Journal*, and *The Journal of Occupational Behavior*. He has served on the editorial review boards for the *Academy of Management Review*, *Academy of Management Journal*, *Academy of Management Executive*, *Human Resource Development Quarterly*, and *The Journal of Management Development*. He is the coauthor of 19 books, including *Organizational Behavior: Human Behavior at Work* (eleventh edition, with Keith Davis), *Supervision* (eighth edition, with Lester Bittel), *Transfer of Training* (with Mary Broad), and *The Complete Games Trainers Play* (with Ed Scannell).

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The last two decades were marked by an intense fascination with, and a continued proliferation of, books on management, managers, and organizations. Bookstores around the country featured a larger number than ever before of management books, and many of these books found themselves on, or close to, the "best-sellers" list. Clearly, both managers and the general public remain intrigued by, and are searching for answers in, the popular business literature.

The Manager's Bookshelf. A Mosaic of Contemporary Views was prepared both for managers and management students. A significant number of individuals in both of these groups do not have sufficient time to read widely, yet many people find themselves involved in conversations where someone else refers to ideas like vision, self-directed workteams, or spirituality. We believe that a laudable goal for managers as well as all students of management is to remain current in their understanding of the views being expressed about organizational and management practices. To help you become a better-informed organizational citizen, we prepared The Manager's Bookshelf, which introduces you to more than 40 recently popular management books.

The Manager's Bookshelf, as a book of concise readings, does not express the views of one individual on the management of organizations, nor does it attempt to integrate the views of several dozen authors. Instead,

this book is a collage—a composite portrait constructed from a variety of sources. It provides you with insights into many aspects of organizational management from the perspectives of a diverse group of management writers, including some highly regarded authors such as Douglas McGregor, Ed Lawler, Chris Argyris, Dan Goleman, Stephen Covey, Bill Byham, Thomas Peters, Margaret Wheatley, John Case, Peter Senge, and Judy Rosener. Through this collection we will introduce you to the thoughts, philosophy, views, and experiences of a number of authors whose works have captivated the attention of today's management community.

This book contains a rich array of pieces. From a topical perspective, its inclusions focus on ethics, global perspectives, participative practices, environmental trends, organizational culture, managing diversity, strategy, and managerial/ leadership styles. This collection includes the views from a variety of individuals—some practitioners, some philosophers, some management consultants, and some management educators. The selections reflect a wide variety in terms of their tone and tenor, as well as the bases for their conclusions. Indeed, critics have characterized some of the authors' works as passionate, invaluable, and insightful, whereas others have been attacked as overly academic, superficial, or unrealistic.

The nature and source of the ideas expressed in this collection are diverse. Some inclusions are prescriptive in nature, whereas others are descriptive; some are philosophical, whereas others report on personal or organizational experiences; some of these works represent armchair speculation, whereas others are based on empirical study. Finally, the selections take a variety of forms. Some of the readings are excerpts extracted from the original book, some of the readings are articles written by the book's author in which part of their philosophy on management is revealed, and some of the inclusions are descriptive summaries of popular books that have been specially prepared for inclusion in The Manager's Bookshelf.

This collage can provide you with useful insights, stimulate your thinking, and spark stimulating dialogue with your colleagues about the management of today's organizations. We hope these readings will prompt you to raise questions of yourself and your peers about the viability of many of the ideas expressed by these authors regarding the practice of organizational management. If these goals are met, our purpose for assembling this collection will be realized.

## **Users Review**

### **From reader reviews:**

#### **Judith Rayl:**

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