



Out of the Box Thinking for Successful Managers

William F. Roth

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During the author's decades of experience consulting in the corporate world and teaching management theory at the university level, he has often questioned many modern-day management practices. For example, why do so many companies have evaluation and reward systems that force employees to compete against each other while these same organizations preach the gospel of cooperation and teamwork? Why do companies continue to downsize when this practice has proven antithetical to long-term success?

Out of the Box Thinking for Successful Managers explains, in a user-friendly and sometimes humorous manner, why these practices are based on worn-out logic in some cases and complete falsehoods in others. Questioning numerous management practices that have been popular for decades, it details their weaknesses and explains why they continue to hamper attempts to improve productivity.

The book reviews a range of management theories, including Six Sigma, downsizing, and management by objective. After showing where the holes lie, it offers alternative approaches that have proven effective in a growing number of private and public sector organizations, including some that enable a more positive workplace culture.

Illustrating practical application with case studies, the book provides simple suggestions for change that can be highly beneficial to your organization. It addresses the major myths that managers need to examine and eventually do away with or, at least, replace with modified versions that make more sense in today's increasingly competitive business environment.

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