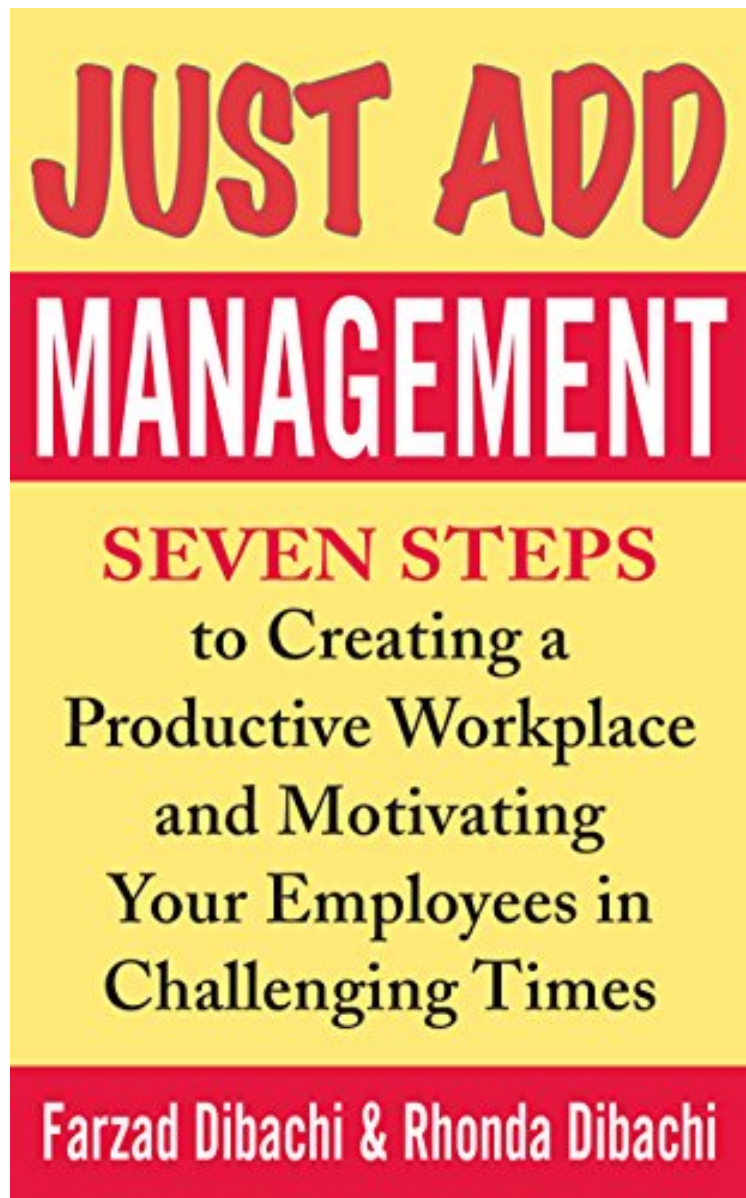


(Download ebook) Just Add Management: Seven Steps to Creating a Productive Workplace and Motivating Your Employees In Challenging Times

## **Just Add Management: Seven Steps to Creating a Productive Workplace and Motivating Your Employees In Challenging Times**

*Farzad Dibachi, Rhonda Dibachi*  
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**Farzad Dibachi, Rhonda Dibachi : Just Add Management: Seven Steps to Creating a Productive Workplace and Motivating Your Employees In Challenging Times** before purchasing it in order to gage whether or not it would be worth my time, and all praised Just Add Management: Seven Steps to Creating a Productive Workplace and Motivating Your Employees In Challenging Times:

0 of 0 people found the following review helpful. The content could not have been from the writers...By Matt CWhat is discussed in the book is fairly mainstream management strategy. If you ever work for Farzad or Rhonda, you'll quickly realize this is not their philosophy and that they had a ghost writer for this book. If you are buying this book to give you insight into where you are about to work, don't. Also, there is no strategy for managing people at a DiBachi company - in fact, entropy is put on a pedestal. Read the Glassdoor reviews, ignore the fake ones, and trust your gut.3 of 6 people found the following review helpful. A Knowledge Management How ToBy A CustomerThe authors discuss their ideas about knowledge management. It is a field that I have been interested in for over 10 years. How can you encode and re-use knowledge in an organization? Can you package knowledge? Can you catalog it? Or does the act of writing down knowledge succeed only in capturing a shadow of its true worth? The authors describe the type of organization that is most likely to be able to foster the creation and re-use of knowledge. They argue that knowledge can be stored for re-use, but this is only possible if there is a predefined context for that knowledge. Like a Library's Dewey Decimal system, the authors describe a system that gives everyone in an organization the context for storing and re-using knowledge. This system, which they coin the Accountability Management System, can give everyone a common reference for knowledge work. They include portfolio management to provide everyone with a prioritized framework for important activities, process management to provide everyone with a set of suggested guidelines for common activities and how to report progress, time tracking (which the authors call progress tracking) to measure progress, and finally, knowledge management to determine how to treat the bits of knowledge that are encountered. Here the authors go into a bit a detail, since this is the centerpiece of the book. They note the two types of knowledge, tacit and explicit, and they emphasize that they must be handled differently. Explicit knowledge can be stored, and so you should do so in process descriptions or guidelines or work templates. Tacit knowledge is much more valuable but it cannot be stored, and so you must work to spark its creation. This, the authors say, you can only do through getting people together to share and collaborate. They give many examples and case studies to show how to do this. This book clearly shows how to use an organization's most precious asset: its knowledge. It describes what knowledge is, how to use it and how to create more of it.3 of 6 people found the following review helpful. Great Guidelines for Running a Knowledge OrganizationBy A CustomerThis book gives a basic outline of what a person needs to do in order to run a knowledge organization. This outline is called the "Accountability Management System", and it describes a set of seven principles that allow managers to gain visibility into their organization. These principles start off fairly broad and philosophical, the first one is: "Your job exists to make this company a success". These first three principles are quickly detailed, they describe the type of culture that is necessary upon which can be built a successful knowledge organization. The remaining four principles are more tactical, and therein lies the real meat and real value of the book. These last four principles include commonly used management tools, but the authors go into a great amount of detail discussing why and how they should be applied to the knowledge organization. These four principles are portfolio management, program management, time tracking and knowledge management. Many, many books have been written on each one of these topics, but Just Add Management focuses on how to use these tools in a knowledge organization. They are all described with many examples and succinct descriptions on how to implement these concepts. Using these principles, the book ties them all together, and shows how all of these tools, working together, can bring visibility to management. They reinforce each other, and ensure that the organization is using the knowledge of all of its people.

A manager's tough-love guide to rebuilding corporate valueAfter more than a decade of experimentation, hands-off management has proven to be a bust. When managers don't know what their people are doing all day, budgets soar and profits plummet. Just Add Management offers managers a clear, practical program for getting employees back on track by: Refocusing corporate culture on getting work doneSetting priorities and align projects with those prioritiesCreating and enforcing processes and tracking progressFarzad and Rhonda Dibachi, a seasoned Silicon Valley husband-and-wife management team, bring unique technical and business backgrounds to the book, including expertise in helping companies focus on doing what matters and a mature, hardnosed approach to business.

From the Back CoverIt's time to get back to business--real business. A decade of hands-off management has produced a stream of cost overruns, incomplete projects, and reduced productivity, not to mention a growing list of accounting scandals. Companies that prided themselves on thinking outside the box have been boxed in by their neglect of basic business processes and a failure to insist on accountability and quantifiable results. In Just Add Management Farzad and Rhonda Love Dibachi reveal that the technological advances of the past decade actually have brought most business organizations to the brink of a major productivity breakthrough. In order to leap the final hurdle, however, managers must find ways to set the priorities, track the progress, and measure the productivity of knowledge workers. This step-by-step guide to managing knowledge workers explores the realities and myths of today's knowledge workplace, introduces the archetypes who populate it, and shows managers how to set the right tone in the office for every employee every day. It demonstrates ways in which managers can establish transparency--the state in which every member of the enterprise understands his or her role in the larger scheme and how that role influences the

success of the entire organization. The authors introduce time-tested, proven management techniques that enable managers to set and broadcast priorities, agree upon and enforce processes, and track and monitor employees' progress and accountability. They also show managers how to support this accountability management system with knowledge tools that provide accurate, timely business data in order to help organizations work smarter. These techniques provide the mechanics of visibility--data-driven insight into which employees are doing what and how well they are doing. Without the oversight of mature, focused managers who stress business fundamentals and organizational goals, all of the technological breakthroughs of the past decade are just expensive toys for technocrats and computer mavens. Just Add Management gives businesses and managers the tools and techniques they need to take control of the knowledge workplace, put their operations back on track, and make the next leap forward in productivity and profitability. "Just Add Management marries solid, up-to-date productivity techniques with a mature, common-sense message refreshing to any manager. As the Dibachis argue, being smart is not enough. To succeed today you have to have effective, accountable, repeatable processes. This is a concise, well-written guide to getting them, and it's also a lot of fun to read."--Maynard Webb, Chief Operating Officer, eBay Proven techniques for managing the knowledge workplace

What do Amadeus the artiste, the "just-do-it" Jock, and Darth Maul the Sith Lord have in common? They are three of the archetypes who populate the knowledge workplace--talented, even brilliant workers who can nevertheless drive managers to distraction with their resistance to meeting deadlines, quantifying progress, and demonstrating tangible results. When managed properly, however, these three and others like them can be enormously innovative and productive. Just Add Management gives managers the tools and techniques they need to provide the "adult supervision" that transforms the knowledge workplace from an expensive playground for overgrown kids into a profit center that powers progress, promotes productivity, and achieves enterprisewide objectives on time and on budget. Using proven, time-tested management techniques, this indispensable guide shows managers how to: Demand accountability and maturity from workers Organize the knowledge workplace for consistency, efficiency, and predictability Establish workplace transparency Set and broadcast priorities Track progress on every project every day Gather accurate, timely business data that help the organization work smarter What's the secret ingredient your organization needs to turbocharge the knowledge workplace, boost productivity, and take the next leap forward in profitability? Just Add Management!

About the Author Farzad Dibachi is the founder and chief executive of Niku. A legend in Silicon Valley, he has appeared on the covers of Upside and Red Herring and has been written about in the Wall Street Journal, Fortune, Forbes, the New York Times, BusinessWeek, and Newsweek. Before forming Niku, Mr. Dibachi was the youngest vice president in Oracle's history. He is a frequent speaker at industry events such as the Project Leadership Conference and BusinessWeek conferences. Rhonda Love Dibachi is the executive vice president of strategy and planning at Niku. She has held positions at Oracle, Arthur Young (now Ernst Young), and General Electric.