

IDEAS INTO ACTION GUIDEBOOKS

FOR THE PRACTICING MANAGER

Giving Feedback to Subordinates

Raoul J. Baron and Dana McDonald-Mann

Center for Creative Leadership

Giving Feedback To Subordinates

Mark Cannon, Brian Griffith



Giving Feedback To Subordinates:

Giving Feedback to Subordinates Raoul J. Buron, 2003 If you're a manager with people who report directly to you it's important that you give them feedback on their behavior and performance. Most of your employees want to do a good job. Many are unaware of the impact of their behavior on their job performance for good or bad. Feedback from you, their manager, can help them identify what they are doing well and build on those skills, correct problems, and develop new abilities that improve not just their personal lives but also the organization in which they and you work. This guidebook will tell when you should give feedback, how you should deliver it, and how to manage its results. [Giving Feedback to Subordinates](#) Center for Creative Leadership (CCL), Raoul J. Buron, Dana McDonald-Mann, 2007-03-19

If you're a manager with people who report directly to you it's important that you give them feedback on their behavior and performance. Most of your employees want to do a good job. Many are unaware of the impact of their behavior on their job performance for good or bad. Feedback from you, their manager, can help them identify what they are doing well and build on those skills, correct problems, and develop new abilities that improve not just their personal lives but also the organization in which they and you work. This guidebook will tell when you should give feedback, how you should deliver it, and how to manage its results. **Research Companion to the Dysfunctional Workplace** Janice Langan-Fox, Cary L. Cooper, Richard J. Klimoski, 2007 A work exposing and exploring the phenomena of the dysfunctional workplace is long overdue. This fascinating book does just that, uncovering the subversiveness, counterproductive behaviour, and unspoken issues that managers struggle with on a daily basis. This Companion not only explores organizational dysfunction as it concerns individuals, it also examines broader issues of dysfunction and its effects with regards to teams, managers, and organizational systems. Lively discussion encompasses the symptoms of distress, illness, absenteeism, and inefficiency that point towards behavioural disorders and system-wide malfunction. From personality disorders to wars over territory, the book chronicles and reveals the true nature of often hidden workplace problems including bullying, unethical behaviour, loss of trust, organizational deviance, cowardice, workaholicism, negative humour, and emotions, personality disorders, mismanagement, and malfunctioning performance and selection systems. So what can be done? Practical solutions to these dysfunctional phenomena are presented by international experts from a range of disciplinary backgrounds including management psychology and economics. This fascinating, highly original book will be of enormous interest to students, researchers, academics, and practitioners across all sectors of business and management, human resource management in particular. **Bass & Stogdill's Handbook of Leadership** Bernard M. Bass, Ralph Melvin Stogdill, 1990 For 15 years and through two editions, this handbook has been indispensable for serious students of leadership. Now in this third edition, Bass introduces a decade of new findings on the newest theories and models of leadership. With over 1,200 pages of essential information, Bass & Stogdill's Handbook of Leadership will continue to be the definitive resource for managers for years to come. [The Science of Happiness at Work: Creating a Positive and Productive Workplace Culture](#)

Shu Chen Hou, Unlock the Secrets to a Happier More Productive Workplace Are you tired of the same old workplace routine Feeling uninspired unmotivated and stuck in a cycle of stress and burnout It s time to break free from the mundane and discover the transformative power of happiness at work Introducing The Science of Happiness at Work Creating a Positive and Productive Workplace Culture This groundbreaking book takes you on a journey to uncover the hidden secrets behind fostering a positive and thriving work environment Why Happiness Matters Happiness isn t just a feel good emotion it s a game changer for productivity and job satisfaction Studies show that happy employees are more engaged creative and resilient They go above and beyond leading to increased productivity and overall success for your organization Unleash the Power of Positive Psychology Discover the science backed principles of positive psychology that will revolutionize your workplace Learn how to tap into employee strengths promote positive emotions and create a culture of meaning and purpose Build a Positive Workplace Culture Are you ready to transform your workplace into a hub of positivity and collaboration Learn how to nurture an inclusive culture that fosters trust open communication and a sense of belonging Watch as productivity soars and employee morale reaches new heights Overcome Barriers to Happiness Every workplace faces challenges but The Science of Happiness at Work equips you with the tools to conquer them Say goodbye to stress burnout and poor communication Say hello to a workplace that thrives on support recognition and well being Embrace the Neuroscience of Happiness Explore the fascinating neurobiology of happiness and its profound impact on decision making stress management and resilience Unravel the secrets of a brain that is wired for success and satisfaction Empower Your Leaders Strong leadership is the cornerstone of a happy and productive workplace Discover how leaders can champion happiness initiatives lead by example and inspire their teams to greatness Implement Happiness Strategies With a step by step roadmap this book guides you through the implementation of happiness initiatives that will revolutionize your organization Empower your employees through autonomy create a culture of recognition and promote work life balance like never before Sustain a Culture of Happiness Sustainable happiness is not a fleeting trend it s a way of life Learn how to keep the momentum going measure progress and continuously improve your workplace culture for the long haul Are you ready to embark on a journey that will change your workplace forever The Science of Happiness at Work is your ticket to a brighter more fulfilling future Join the ranks of renowned organizations like Google Zappos and Patagonia who have harnessed the power of happiness to achieve unparalleled success It s time to invest in your most valuable asset your employees and reap the rewards of a thriving positive and productive workplace culture Get your copy of The Science of Happiness at Work today and embark on a path to workplace transformation Unlock the secrets to a happier more productive workforce and watch your organization soar to new heights of success

Organizational Behaviour: Text and Cases, 3rd Edition Singh Kavita,2015 The third edition of Organizational Behaviour Text and Cases offers a concise yet comprehensive coverage of the theories that determine behaviour in organizations The relationship between effective organizational behaviour and the

effective functioning of an organization is established through a clear and lucid style of presentation With the help of necessary concepts tools and techniques necessary for understanding behaviour in organizations this book attempts to unfold human behaviour at four levels starting from the individual processes and moving on to the interpersonal organizational and change processes It encourages active learning through exercises field projects and case studies and develops competencies that are essential for becoming successful managers and effective employees in organizations The three new chapters Career Planning and Management Performance and Reward Management and Gender Issues in Management help readers understand organizational behaviour in the current Indian business scenario better

KEY FEATURES Classroom tested case studies pertaining to actual incidents from the workplace Several examples from BPCL HCL Technologies Wipro Infosys and SAP highlighting the best practices in the industry Caselets focusing on behavioural issues in organizations Field projects involving students in data collection and analysis Marginalia summarizing crucial points and serving as quick references A companion website featuring multiple choice questions learning objectives an instructor s manual and PowerPoint lecture slides enabling effective presentation of concepts

Performance Appraisal and Management Kevin R. Murphy, Jeanette N. Cleveland, Madison E. Hanscom, 2018-02-08 Organizations of all sizes face the challenge of accurately and fairly evaluating performance in the workplace Performance Appraisal and Management distills the best available research and translates those findings into practical concrete strategies This text explores common obstacles and why certain performance appraisal methods often fail Using a strategic evidence based approach the authors outline best practices for avoiding common pitfalls and help organizations achieve their maximum potential Cases exercises and spotlight boxes on timely issues like cyberbullying in the workplace and appraising team performance provides readers with opportunities to hone their critical thinking and decision making skills

PERFORMANCE AND REWARD MANAGEMENT Veera Thakur, Vikrant Verma, 2025-06-20 MBA FOURTH SEMESTER According to the New Syllabus of Dr A P J Abdul Kalam Technical University Lucknow

Leadership, Leaders and Leading Ronald R. Sims, 2020-12-22 This book emphasizes the ongoing need for effective leaders in organizations It explores traditional and contemporary leadership theories foundational skills like motivation and communication and the role of leaders in HR ethics crisis management sustainability and cybersecurity

Leadership United States Naval Academy. Department of Leadership, Ethics and Law, 2000

Why Employees Don't Do What They're Supposed To and What You Can Do About It Ferdinand F. Fournies, 2007-06-07 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

Effective Groups Mark Cannon, Brian Griffith, 2007 This text in ABL s new Educational Leadership series from Peabody College shows students how to develop effective and highly functioning groups that will enhance school effectiveness The text was developed by the leading scholars in educational leadership as part of a series from one of the leading Schools of

Education in the world It has a strong basis in current research and easy to use intuitive features and strikes an effective balance between the informational and the pedagogical It is perfectly suited to courses in education communications psychology business and public administration The case studies and interactive pedagogy make this a very practical text

Management Arthur G. Bedeian,1993 *The CCL Guide to Leadership in Action* Martin Wilcox,Stephen

Rush,2004-04-23 Publisher Description **Managing Human Resources** Luis R. Gomez-Mejia,David B. Balkin,Robert L. Cardy,2010 This work prepares future managers with a business understanding of the need for human resource management skills The non functional HR approach used in this text also makes human resources relevant to anyone who has to deal with HR issues even those who do not hold the title of manager

Journal Of Management. Volume 20 Number 1 Spring 1994 ,1994 *The Motivational Strategies Used by Supervisors* Greg R. Oldham,1974 Organizational Behavior and Human Decision Processes ,1986 *Outpost* ,2006 Voices from the Heart Roger Lundin,Mark A. Noll,1976 Includes diaries letters sermons poems stories novels political treatises and autobiographies Authors include Jonathan Edwards John Winthrop Anne Bradstreet Martin Luther King Jr Charles Finney Walter Rauschenbusch Nathaniel Hawthorne Abraham Lincoln John Updike Thomas Merton Flannery O Connor Harriet Beecher Stowe Frederick Douglass William Faulkner Reinhold Niebuhr Emily Dickinson Woodrow Wilson among others

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