

Center for Leadership & International Relations

Material Abstract Form

TITLE *Leadership and the One Minute Manager*

CITATION

Blanchard, Kenneth, Drea Zigarmi, and Patricia Zigarmi. *Leadership and the One Minute Manager*. New York: William Morrow and Company, 1985. Print.

CATEGORY

Servant Leadership Nonfiction/Biographies Classic Literature Multicultural Literature

RECOMMENDATION FOR PROGRAM

9 th Grade:	English	World History	Perspectives
10 th Grade:	English	World History	Communications

SUMMARY

Leadership and the One Minute Manager takes the reader through a step by step guide in instilling situational leadership in management. It defines the four styles of leadership (directive, coaching, supporting, delegating) and gives examples in the One Minute Manager's business, as well as providing where and when to use each one. It demonstrates how to diagnose different people on their competency and commitment, and how to develop it. It provides a general overview as to how to use this flexible leadership style and how to incorporate it into any business.

LEADERSHIP STYLES & THEMES

- Styles: Servant and transforming leadership
- Themes: Situation & community, social change, teamwork & collaboration

LEADERSHIP & INTERNATIONAL RELATIONS APPLICATIONS

Leadership and the One Minute Manager provides a concise and clear overview of situational leadership and its purposes. Written from the perspective of a business manager wishing to change her leadership style, it adequately answers questions that any real-life manager might have. Its simple concepts of using different styles of leadership to address the needs of different individuals are easily understandable with the graphics that help visual learners. This book is definitely more for the *Seven Habits of Highly Effective Teens*-types. Although much more concise and to the point, it is still essentially an instruction manual on how to switch to using situational leadership.

I think the concept of this book, situational leadership, would be a decent addition to the study of leadership styles in the Perspectives class in grade 9. It fits well with the material, and it would also show students that leadership is not necessarily about picking and choosing a style. Sometimes instead of using one it might be necessary to implement more of the contingency theory of leadership and to be flexible.

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STUDENT INTEREST RATING

1 2 3 **4** 5 6 7 8 9 10

CONTEXT QUOTABLES

“Nothing is so unequal as the equal treatment of unequals” (33).

Blanchard is saying that not all people perform to their maximum potential by an across-the-board leadership approach, and that it is ineffective to use the same leadership style on all people.

“When I slow down I go faster” (42).

Blanchard is implying that by thinking about taking actions before doing them will get you farther towards your goal.

“The more I know, the more I realize I don’t know” (53).

People learn and grow, and once they start, they realize that there is so much more out there to learn.

“Situational leadership is not something you do to people but something you do with people” (84).

Using situational leadership is a style of leadership closely related to servant leadership in that the leader actively participates with the followers, and does what he/she asks of them. It is less of a style of leadership than it is a form of teamwork.

COMPLEMENTARY SELECTIONS

Blanchard, Ken and Marc Muchnick. *The Leadership Pill: The Missing Ingredient in Motivating People Today*. HarperCollins, 2003. Print.

Blanchard, Ken. *The One Minute Golfer: Enjoying the Great Game More*. HarperCollins, 1999. Print.

Covey, Sean. *The Seven Habits of Highly Effective Teens*. New York: Simon and Schuster, 1998. Print.

First published in 2005, *Self Leadership and the One Minute Manager* introduced a proven path to empowerment in the guise of a fun-to-read parable. In the increasingly fast-paced world of work, this updated edition is more relevant than ever. If you are an individual contributor, this book will show you how to be proactive about getting the help you need in order to succeed. If you are a manager or executive, this book will teach you the fundamentals about developing self leaders. Our research shows that when individual contributors and managers align around self leadership, both become more engaged.

Favorite Quotes from *Leadership and the One Minute Manager*. Here are a few quotes from the book that really resonated with me. Each quote is in bold and italics. After each quote I share my own thoughts on the subject.

1: Managers should work for their people. As a leader, you work for the people you are in charge of. In network marketing, you work for your downline.

Dr. Ken Blanchard is one of the top leadership and management trainers in the world. He has written several best-selling books, including *The One Minute Manager*.

Closing Thoughts. In review, I highly recommend this book to anyone in a leadership position, sales, entrepreneurship, marketing or network marketing. This entry in Ken Blanchard's *One Minute Manager Library* uses the narrative style that has for better or worse become standard in business literature to teach 'situational leadership' in terms of flexibility, diagnosis, and partnering. Blanchard's style tends toward the simple rather than the complicated side of the leadership menu and so his popular books are short and broken into bite-sized chapters, usually based upon one of his trademark sayings. The 'situational' in 'situational leadership' means that Blanchard wants to coach a leader who can vary his approach through a series of talks with a *One Minute Manager* protégé named Cayla. Steve learns the three secrets of self leadership. His newfound skills not only empower Steve to keep his job, but also show him how to ditch his victim mentality to continue growing, learning, and achieving. For decades, millions of managers in Fortune 500 companies and small businesses around the world have followed Ken Blanchard's management methods to increase productivity, job satisfaction, and personal prosperity. Now, this newly revised edition of *Self Leadership and the One Minute Manager* empowers people at every level.

The *One Minute Manager*'s symbol—a one-minute readout from the face of a digital watch—is intended to remind each of us to take a minute out of our day to look into the faces of the people we lead. And to realize that they are our most important resource.

Introduction. This new, up-to-date edition of *Leadership and the One Minute Manager* reflects our latest thinking about SLII®. Written as a parable, it tells the story of an overworked entrepreneur who learns from the *One Minute Manager* how to get the most out of a diverse team by becoming an SLII® leader. Pat, Drea, and I hope this will be a book you will read and reread until being an SLII® leader becomes second nature to you in your leadership roles at work, in your home, and in the community.