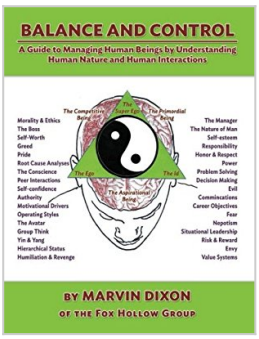

Balance and Control: A Guide to Managing Human Beings by Understanding Human Nature and Human Interactions

By Marvin Dixon

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Balance and Control: A Guide to Managing Human Beings by Understanding Human Nature and Human Interactions By Marvin Dixon

Balance and Control is the book that I would have welcomed at the start of my professional career. But because it didn't exist, after I retired, I felt compelled to write it for the benefit of all others responsible for managing people. Balance and Control is a guide to managing people at many different levels of technical and psychological maturities and at different hierarchical ranks (subordinates, peers, and superiors). It takes the theories of management and leadership and puts them into practical strategies and actions that have been proven to actually work. It takes an unvarnished look at the interface between the manager and those they manage or interact with and helps the manager to get a better appreciation of the human dynamics that are likely at play. My intent is to help the individual reader grow as a manager and help them avoid the majority of the professional and political pitfalls that are always present when any attempt is made to manage the competitive, narcissistic, and un-contented animal that is man. The book was designed to provide the manager a window into their own basic nature in order to give them a better understanding of the nature of man. In addition, the book's design brings together many of the same standard operational management strategies and tools, found elsewhere, but I have put them into situational context so the manager can see how their actions (or lack thereof) might be being interpreted on a psychological and emotional level by those directly affected by what they do. The book takes the reader on a blue collar journey through the white collar challenges of management. It will walk you through many of the human interactions a manager is likely to encounter while keeping you mindful of man's natural motivational drivers (his desires and fears), his pursuit of higher hierarchical status, individual recognition, pride, and personal respect. I have constructed the book in a cumulative fashion, allowing each new section to build upon the last, and I have chosen to take a holistic approach to the information provided. Therefore, the subject matter is interrelated, wide-ranging, and somewhat detailed. You will also find demonstrative examples, scenarios, and actual case studies to provide you with added clarity. Man is presented to the reader as a compartmentalized being so that each of the three separate and distinct levels of his being can be examined individually (the aspirational being, the competitive being, and the primordial being). The book was written for the sole purpose of helping you (the reader (the manager)) become skilled at managing and leading man at all three of those levels – not just the aspirational

man. You shouldn't expect to find any gimmicks or short cuts in this book because there are none in Human Sociology or Psychology. Consequently, there won't be any "Magic Formulas" to instantly becoming a better manager, and there won't be any "5 Simple Steps to Superior Leadership" or a "60 Second Solution" to anything. What you should expect is to be able to learn the actual tools of human management and to be able to take control and become an effective manager and leader of people. You should also expect to develop an insight into man's nature which will allow you to avoid unintended consequences while facilitating cooperation and compliance with your leadership; your requests, recommendations, or dictates. While I have made no attempt to make the book's contents sufficiently comprehensive or all inclusive, the information presented should provide you a solid foundation upon which you can start to build, or continue to build, your managerial acumen and career success. Marvin Dixon

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Editorial Review

From Kirkus Reviews
Dixon's debut work explores the corporate jungle from a manager's perspective.

Sometimes, a new manager will begin his or her job with a head full of management training and little idea of how to apply it. This book is designed to help new managers take all that theory and turn it into practice. Dixon begins with a brief overview of his theory on human nature: People are mostly selfish and always working to advance themselves while hiding behind a mask of civility. Managers who don't appreciate that fact will struggle, he says. After expanding on this theory with some examples, Dixon also describes the very real trouble he ran into during his own first management position. Dixon's strategies are somewhat inspired by Teddy Roosevelt's famous quote: "Speak softly and carry a big stick." As Dixon puts it, good managers must possess both a velvet glove (skills of persuasion and rapport) and an iron fist (willingness to bring negative consequences to bear, including terminating a problematic employee). While Dixon's grim view of human nature can be a bit off-putting, his management strategies and tactics are fairly sound. The specific examples and case studies he provides form a solid bridge between theory and practice while reminding managers that however bad their own situation is, it could be worse. On the other hand, Dixon's approach may lead inexperienced managers to mistrust their employees and expect the worst from them; perhaps employees will then respond in kind.

A fairly solid management approach if used cautiously and with an eye for consequences.

Review
Clarion FOREWORD Reviews

Marvin Dixon's Balance and Control aims to demystify the dynamics at play between management and staff by illuminating the nuances of communication and providing strategies to avoid imbalance in these relationships. It contains valuable insights told in a refreshingly frank way. The book guides managers through a process of self-assessment and toward a greater understanding of human behavior in order to more effectively lead teams and create meaningful, rewarding, and successful work environments. The central thesis—that self-awareness coupled with management skills development is a lengthy, nuanced, but also essential and rewarding process—is reinforced with anecdotal examples from the author's extensive management experience, as well as practical strategies for how to work through common problems. Dixon heavily and effectively emphasizes the role that phenomena such as ego and power dynamics play in workplace relationships. Particularly notable are detailed explanations of boss archetypes (such as the Maestro and the Tyrant) and of how to glean meaning from employees' behavior patterns. Many of the models described are highly recognizable, and the advice given for working with them is both practical and feasible…

Users Review

From reader reviews:

Ashley Williams:

In this 21st millennium, people become competitive in each way. By being competitive at this point, people

have do something to make these individuals survives, being in the middle of typically the crowded place and notice simply by surrounding. One thing that oftentimes many people have underestimated the item for a while is reading. Sure, by reading a e-book your ability to survive improve then having chance to stay than other is high. In your case who want to start reading any book, we give you this kind of Balance and Control: A Guide to Managing Human Beings by Understanding Human Nature and Human Interactions book as basic and daily reading reserve. Why, because this book is usually more than just a book.

Helen Samuel:

The guide with title Balance and Control: A Guide to Managing Human Beings by Understanding Human Nature and Human Interactions posesses a lot of information that you can study it. You can get a lot of help after read this book. That book exist new knowledge the information that exist in this reserve represented the condition of the world right now. That is important to yo7u to find out how the improvement of the world. That book will bring you in new era of the globalization. You can read the e-book on your own smart phone, so you can read the item anywhere you want.

Michael Mitchell:

The book untitled Balance and Control: A Guide to Managing Human Beings by Understanding Human Nature and Human Interactions contain a lot of information on that. The writer explains her idea with easy approach. The language is very straightforward all the people, so do not necessarily worry, you can easy to read this. The book was published by famous author. The author provides you in the new age of literary works. You can easily read this book because you can please read on your smart phone, or product, so you can read the book within anywhere and anytime. In a situation you wish to purchase the e-book, you can wide open their official web-site along with order it. Have a nice go through.

Kyle Reese:

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