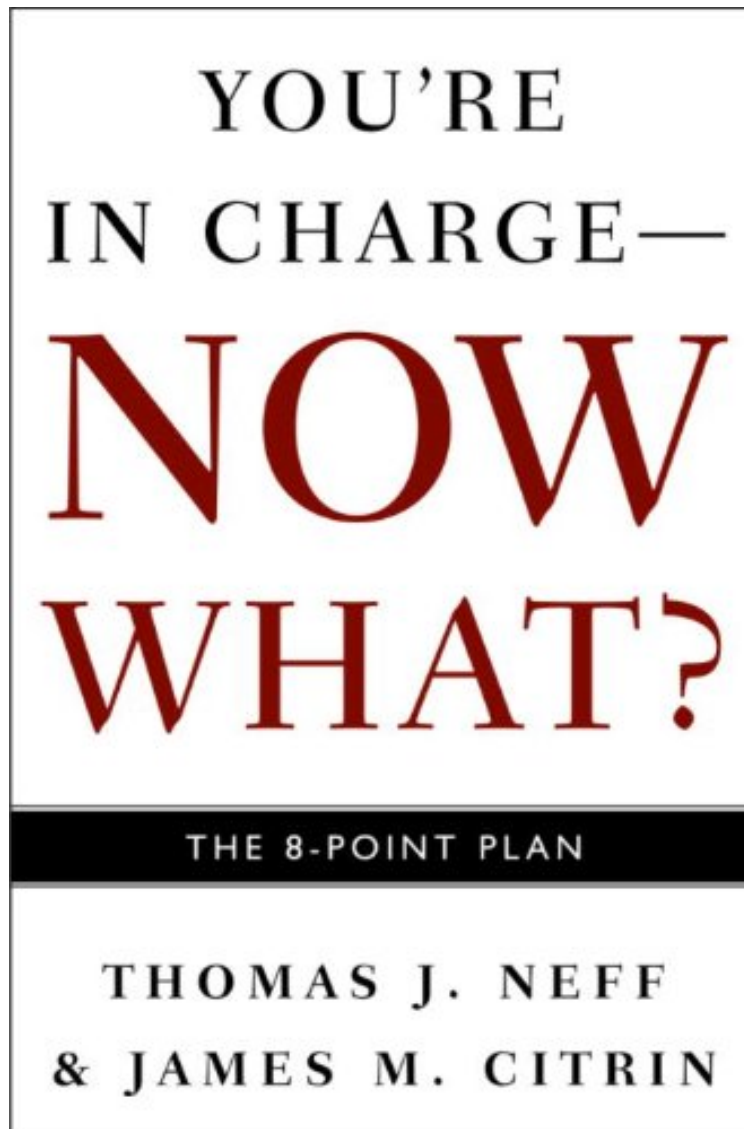


(Read now) You're in Charge--Now What?: The 8 Point Plan

## You're in Charge--Now What?: The 8 Point Plan

*Thomas J. Neff, James M. Citrin*  
*ebooks | Download PDF | \*ePub | DOC | audiobook*



#65978 in eBooks 2005-01-11 2005-01-11 File Name: B000FC2Q9G | File size: 23.Mb

**Thomas J. Neff, James M. Citrin : You're in Charge--Now What?: The 8 Point Plan** before purchasing it in order to gage whether or not it would be worth my time, and all praised You're in Charge--Now What?: The 8 Point Plan:

3 of 3 people found the following review helpful. save your time and just read all the great articles on LinkedIn or do a Google searchBy Nick2If you're about to become a CEO or President of a large company, mayve give this book a quick read.Anyone else, I'd pass on it..save your time and just read all the great articles on LinkedIn or do a Google search.The book is written in a way that its only helpful to those at the top - I am a Vice President of a division within a company, so I am "in charge" of some but this book is not for those types - it's for those that will be enduring big

changes in their lives; so I would argue, if you're in that position, I am guessing you've already prepared yourself and won't ask 'Now What?' Its full of stories of top executives, if you're heading into a top position to equal them, then, again, you should have already prepared yourself without having read this book. Its a sexy title but does not apply to most folks outside of the C Suite. 1 of 1 people found the following review helpful. Good book for new managers  
By WomanToo many times managers get in charge of an organization and make all the wrong moves, turn off potential allies, and slow the pace of improvement in the organization. This is a plain talk, with real world examples, book that new Managers should read! I have also read the First 90 Days and others. The thing I like about this text is the talk is not college snobby and broken into intelligent sections. I usually buy this and give it to new peer managers in my organization. I lent out my personal hard copy and he like it so much, he would not give it back!  
0 of 0 people found the following review helpful. New in a position? This may boost your confidence  
By V SimpsonJust the thing. I have never been a general manager and was just hired as one...uh oh. This little book gives reasonable common sense tips that just confirmed values that I already had. I expected to just skim the book, but found myself reading from chapter one.

Getting a new job or a big promotion is like building a house: You need to get the foundation right for both. With a job, the quick-drying cement is how well you do in your first hundred days, since they establish the foundation for long-term momentum and great performance. Tom Neff and Jim Citrin are two of the world's leading experts on leadership and career success. As key figures at Spencer Stuart (hailed by the Wall Street Journal as the number one brand name in executive search), they must understand the criteria for success when they recruit top executives for new leadership positions. Through compelling, first-hand stories you will hear from people such as Jeffrey Immelt, CEO of GE, on how his career has been a series of successive first hundred days. Larry Summers, president of Harvard University, talks candidly about what he could have done differently in his early days to avoid dissipating goodwill among the diverse constituencies important for his future success. Gary Kusin of Kinko's shares the specifics of the hundred-day action plan he crafted for himself before he started his new job. Paul Pressler of Gap Inc. shows how he developed a general strategic agenda that established fundamental principles and goals, waiting to prepare a more detailed strategic plan until later in his tenure. Tom Neff and Jim Citrin's actionable eight-point plan will be the foundation for your success—whether you are moving to a new organization or being promoted—showing how to:

- Prepare yourself mentally, physically, and emotionally from the time you accept until the time you begin
- Manage others' expectations of you—bosses, colleagues, and subordinates
- Shape and build the team that will work with you
- Learn the lay of the land and find out how things really work around here
- Communicate your story effectively to people inside and outside the organization
- Avoid the top ten traps that confront every new leader, such as disrespecting your predecessor, misreading the true sources of power in the organization, or succumbing to the "savior syndrome"

When you start a new job you are in what AOL's Jon Miller calls a "temporary state of incompetence," faced with having to do the most when you know the least. But with the eight-point plan of Yours're in Charge—Now What? yours'll understand and be able to take action on the patterns that will build your success. Also available as an eBook  
From the Hardcover edition.

From Publishers Weekly Starred . For any manager in a new position, from CEO to department subhead, the title's question is of paramount importance. The authors of this seminal book, top brass at leading global executive search firm Spencer Stuart, answer it with a comprehensive approach to maximizing the first 100 days on the job, drawing dramatically on the experience of more than 50 chief executives (as well as other corporate personnel) interviewed in depth. The authors' clear, sound eight-point plan covers the bases of what incoming business leaders need to know, from how to prepare physically and mentally for the first 100 days to crafting a strategic agenda; dealing with and transforming corporate culture; shaping the management team; working with a boss or a board; and more. What truly distinguishes this book from available management volumes, besides its inspiring hit-the-ground-running approach, is the material gleaned from the chief executives (among them, for example, Gary Kusin of Kinko's; Paul Pressler of Gap Inc.; Jonathan F. Miller of AOL; Steve Bennett of Intuit), which is full of entertaining, enlightening first-person anecdotes. Notably, this material focuses on steps to avoid as well as on appropriate actions to take. Lawrence Summers, for instance, named president of Harvard University in 2001, recalls that he "didn't fully appreciate the importance of simply providing traditional institutional reassurance.... I failed to appreciate that if you're going to be questioning everybody and challenging everybody, you have to do a lot of reassuring in return." Near book's end, Neff and Citrin (Lessons from the Top, etc.) distill their plan into two principles: "Listen and Learn. Underpromise and overdeliver." Their expert elaboration of those principles throughout will make their work a guiding light to many an incoming manager. First serial to Fast Company. Copyright copy; Reed Business Information, a division of Reed Elsevier Inc. All rights reserved. "When you really need to hit the ground running . . . Neff and Citrin offer the ultimate blueprint for success. A must-read for anyone entering into a leadership role at any level." —Peter Chernin, president and COO, News Corporation "Take it from someone who's been there. Yours're in

Chargemdash;Now What? asks all the right questions and tracks down all the right answers from people who ought to know.rdquo; mdash;Dick Parsons, chairman and CEO, Time Warnerldquo;Yoursquo;re in Chargemdash;Now What? may be the best lquo;how-torsquo; leadership book Irsquo;ve ever read. It ranks right up there with Good to Great.rdquo; mdash;George H. Conrades, chairman and CEO, Akamai Technologiesldquo;If you are heading into a new leadership role, read this book before you begin if you want to finish in triumph.rdquo; mdash;Jack Valenti, retired president and CEO, Motion Picture Association of Americaldquo;The secret road maps of many prominent leaders are revealed for the first time.rdquo; mdash;Jeffrey Sonnenfeld, associate dean, Yale School of Managementldquo;An unparalleled guide based on some of the best minds in modern industry.rdquo; mdash;Christopher P. Lofgren, Ph.D., president and CEO, Schneider Nationalldquo;Gritty advice . . . for making good and fast decisions in the first days of fresh responsibilities.rdquo; mdash;Michael Useem, director, Wharton Center for Leadership and ChangeFrom the Hardcover edition.From the Inside FlapGetting a new job or a big promotion is like building a house: You need to get the foundation right for both. With a job, the quick-drying cement is how well you do in your first hundred days, since they establish the foundation for long-term momentum and great performance. Tom Neff and Jim Citrin are two of the world's leading experts on leadership and career success. As key figures at Spencer Stuart (hailed by the Wall Street Journal as the number one brand name in executive search), they must understand the criteria for success when they recruit top executives for new leadership positions. Through compelling, first-hand stories you will hear from people such as Jeffrey Immelt, CEO of GE, on how his career has been a series of successive first hundred days. Larry Summers, president of Harvard University, talks candidly about what he could have done differently in his early days to avoid dissipating goodwill among the diverse constituencies important for his future success. Gary Kusin of Kinko's shares the specifics of the hundred-day action plan he crafted for himself before he started his new job. Paul Pressler of Gap Inc. shows how he developed a general strategic agenda that established fundamental principles and goals, waiting to prepare a more detailed strategic plan until later in his tenure. Tom Neff and Jim Citrin's actionable eight-point plan will be the foundation for your success--whether you are moving to a new organization or being promoted--showing how to: - Prepare yourself mentally, physically, and emotionally from the time you accept until the time you begin- Manage others' expectations of you--bosses, colleagues, and subordinates - Shape andbuild the team that will work with you- Learn the lay of the land and find out how things "really work around here"- Communicate your story effectively to people inside and outside the organization - Avoid the top ten traps that confront every new leader, such as disrespecting your predecessor, misreading the true sources of power in the organization, or succumbing to the "savior syndrome" When you start a new job you are in what AOL's Jon Miller calls a "temporary state of incompetence," faced with having to do the most when you know the least. But with the eight-point plan of "You're in Charge--Now What? you'll understand and be able to take action on the patterns that will build your success. Also available as an eBook