

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.

As discussed in Leadership and the One-Minute Manager, SLII® teaches your managers how to provide just the right amount of direction and support to accelerate the development of their team members and create a more productive, passionate workplace. Learn More. You Might Also Like. Get to know us. Meet Ken. Meet the Team. Client Stories. This third book in the extraordinary One Minute Manager series goes straight to the heart of management as it describes the effective, adaptive styles of Situational Leadership. In clear, simple terms it shows why "nothing is so unequal as the equal treatment of unequals," while it teaches you how to become a flexible and successful leader. The authors describe why you must fit your style to the needs of the individual; how to diagnose a situation correctly so you know when to delegate, support, or direct; how to contract with your people for the leadership style that suits them best. From there, the Manager adopts him as a student, leading him through a series of lessons and employees who teach him about the Three Secrets to One Minute Management—a leadership style that the Manager uses to lead with successful results and employee satisfaction. From the onset, it's clear the Manager is invested in his employees and encourages and inspires while instilling discipline and motivation. He has more free time than one would expect for a business leader in his position—meeting with his team on Wednesday mornings, then allowing them to work independently from his micromanagement.

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. See more of *The New One Minute Manager* on Facebook. [Log In.](#) or [Create New Account.](#) See more of *The New One Minute Manager* on Facebook. [Log In.](#) Forgotten account? [The Ken Blanchard Companies](#) is a global leader in workplace learning, productivity, performance, and leadership training solutions. We help companies improve their performance, productivity, and bottom-line results. [The Ken Blanchard Companies](#) is a global leader in workplace learning, productivity, performance, and leadership training solutions. We help companies improve their performance, productivity, and bottom-line results. *The New One Minute Manager*. 14 April 2014. [The Ken Blanchard Companies](#). 8 April 2014.