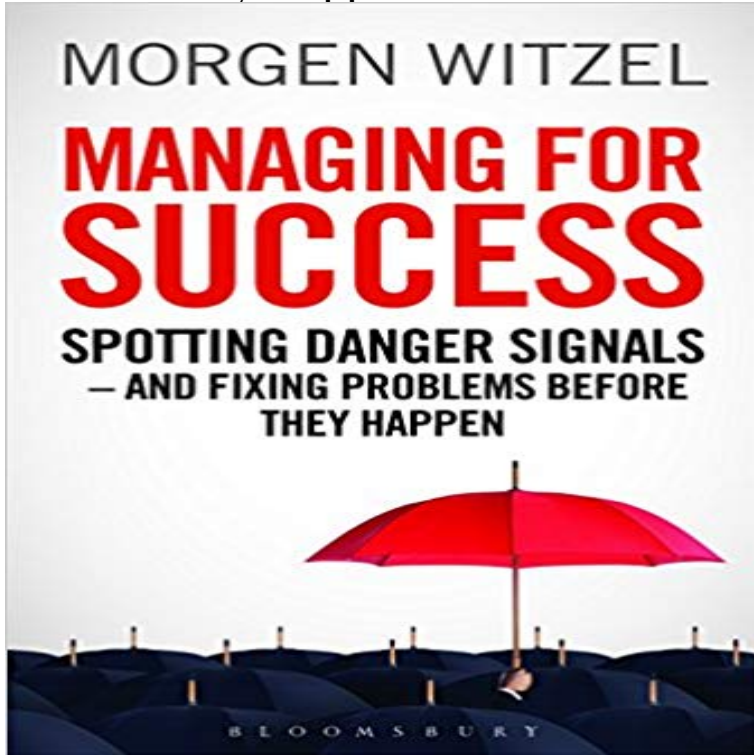


Managing for Success: Spotting Danger Signals - And Fixing Problems Before They Happen



The damage that incompetent managers do is incalculable. Every year they wipe tens of billions off the value of companies around the world. But the routinely incompetent behaviour that leads to failure is often covered up, incompetent managers are paid off and the causes of failure are swept under the carpet. Yet, most of these failures could have been avoided if only we knew how to spot the signs of incompetence in advance, and take steps to prevent it happening. Prevention is always better, and cheaper, than cure. Morgen Witzel tackles the problem of incompetence in the round by exploring the political, cultural, psychological and personal factors that lead to incompetency at every level of business. Arrogance, excessive reliance on formal plans and metrics, lack of professional pride, and poor and misguided business education and training are among the problems that drag businesses down. Using international case studies from Ford Motor Company, Royal Ahold and Lehman Brothers, practical solutions are provided for avoiding incompetence by changing the culture within organizations and the ways in which managers are trained and developed to truly manage for success and minimise failure.

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