

The One Thing You Need to Know... About Great Managing, Great Leading and Sustained Individual Success

Author: Marcus Buckingham

Reviewed by: Rachael Maxcy, BCHS

I was introduced to this book by Marcus Buckingham after he was on Oprah's show in 2007 where he was invited to conduct a workshop for a group of women who were seeking career advice. (www.oprah.com/slideshow/money/career/slideshow1_ss_marcus_slide_350). As someone who admittedly checks out authors Oprah recommends, I picked this book up from Chapters (look it up at www.chapters.indigo.ca).

This book is similar to his other publications, including **The Truth About You** (Thomas Nelson Publishers, 2008); **Go Put Your Strengths to Work** (The Free Press, 2007); **Now, Discover Your Strengths** (coauthored with Donald O. Clifton, The Free Press, 2001); and **First, Break All the Rules** (coauthored with Curt Coffman, Simon & Schuster, 1999).

In the *The One Thing You Need to Know*, he continues to focus on strengths based leadership, management, and individual success. He believes by maximizing your strengths and minimizing your weaknesses; both the organization and the employee will achieve success. He demonstrates this through research (he is a former Senior Researcher at the Gallup Organization) and interviews with many different people from all walks of life. The author clearly defines and provides insight into the difference between what makes a good manager versus a good leader. This information is extremely useful especially because although sometimes the terms leadership and management are used interchangeably, they are very different roles within an organization.

This is a highly enjoyable and easy read. I gained clearer insight into some basic concepts, while building on what I already knew. I think some of the questions offered me the opportunity to explore personal strengths and weakness, while exploring more broad concepts. I would recommend this book to anyone interested in management, leading, and looking to gain more personal satisfaction and joy.

For more information about this book go to www.marcusbuckingham.com

Do you have a book you would like to recommend? Contact:

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