

In the fifth century B.C. the Greek philosopher Socrates perfected a method of teaching in which he would ask disarmingly simple questions that actually forced people to admit what they didn't know. As you read this book, you'll find a number of questions that follow the Socratic tradition. The reason? Today's managers need more than the predefined answers we might think are correct, but which seldom fit the problem at hand.

“This is an outstanding book on leadership and its relationship to management, teamwork, responsibility and more. I highly recommend it to anyone who wants to improve their leadership skills.”

Dr. Ivan Misner; Founder of BNI; Author of Masters of Success

“Frank’s book, adds valuable intellectual real estate to a field that is frequently populated by pontificators. Here we finally have a book that makes you stop, ask questions about yourself, your qualifications and habits as a manager and leader. Further, it makes you enumerate these qualifications and habits, thereby providing the basis for personal growth. None of us is as good as we want to believe and we only grow when we ask the right questions about ourselves, and then act on the true answers. My recommendation is not simply to buy this book, but to read and use this book regularly.”

Mark Amtower, Partner, Amtower & Company; consultant, speaker and author of Government Marketing Best Practices

“Managing in 2005 is very different than managing in 1995. You are expected to do more with less; technology is part of managing, and people have more distractions at work (internet, cell phones, instant messaging). Frank takes a fresh look at how to manage and motivate teams.”

Derek J. Kottke; Principle, Sales Partners Group



Frank D. Kanu Stop Telling... Start Leading! The Art of Managing People by Asking Questions

STOP Telling...

START Leading!

The Art of Managing People by Asking Questions

Frank D. Kanu



Stop Telling... Start Leading!
The Art of Managing People by Asking Questions
Copyright © 2005 by Frank D. Kanu

Published by Genius One, Inc.
Triad Area, NC
<http://www.GeniusOne.com>

Edited by George A. Milite

All Rights Reserved. Printed in the United States of America. Excerpt is permitted under the United States Copyright Act of 1976. No part of this publication may be reproduced or transmitted in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, taping or by any information storage or retrieval system, without the prior written permission from the publisher.

Trademark names may appear in this book. Rather than use a trademark symbol with every occurrence of a trademarked name, we use the names only in an editorial fashion and to the benefit of the trademark owner, with no intention of infringement of the trademark.

This publication is designed to provide accurate and authoritative information in regard to the subject matter covered. It is sold with the understanding that neither the author nor the publisher is engaged in rendering legal, accounting or other professional service. If legal advice or other expert assistance is required, the services of a competent professional should be sought.

ISBN-0-9774056-1-3

Library of Congress Control Number: 2004012345

Checklist

One of the best ways you can create a set of goals for your team is to remember to follow the SMART (*Specific, Measurable, Attractive, Realistic, and Timely*) principle. Once those goals are set—they have to be evaluated constantly and adjusted when needed.

- ✓ *Are you in control of your own destiny?*

- ✓ *Is your boss?*

- ✓ *Are you making your own decisions?*

- ✓ *Are you allowed to plan?*

- ✓ *Can you change given plans?*

- ✓ *Does your word count?*

- ✓ *Is there too much stress and pressure?*

- ✓ *Are blame games part of the daily routine?*

- ✓ *Does money or the lack of it rule?*

- ✓ *Is there supervision only?*

- ✓ *Is the staff qualified?*

- ✓ *Are there teams?*

- ✓ *Do you feel managed?*

- ✓ *Does the team feel managed?*
- ✓ *Is the top manager representing or managing?*
- ✓ *Do managers in the organization follow their own words?*
- ✓ *Do managers meet with employees every few weeks?*
- ✓ *Do you like the overall feeling?*
- ✓ *Do you have fun?*
- ✓ *Are management and staff loyal? To each other and the company?*
- ✓ *Is everyone responsible towards customers?*
- ✓ *Are there entrepreneurs?*
- ✓ *Are there ethical standards?*
- ✓ *Are they followed and lived by?*