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Aaron J. Nurick

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Aaron J. Nurick : The Good Enough Manager: The Making of a GEM before purchasing it in order to gage whether or not it would be worth my time, and all praised The Good Enough Manager: The Making of a GEM:

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flows along without getting so serious that you are afraid to continue. 0 of 0 people found the following review helpful.
Five Stars
By Paula Vass
Great book!! The author is a great Professor. Easy read with good information!

The central questions of this book are: How do the best managers behave? What sets them apart from their peers? What impact do they have on their subordinates and co-workers? The theme and organizing idea of the book is the good enough manager reg; or GEM. The concept is based on the psychological theory of the good enough mother who provides an environment where an infant learns to develop an autonomous and genuine self. She does this by responding with empathy and adapting her behavior, completely meeting the child's needs in the beginning and then gradually letting go, allowing more autonomy and room for the child to add something uniquely his own to the relationship. This book is based on a primary principle: Just as there is no such thing as a perfect parent, managing people in organizations is an inherently human and fallible endeavor, mainly because managing occurs by and through human relationships. Through the words of over 1000 study respondents, GEMs are shown to be mentors and teachers, relationship builders, and models of integrity for their workers. Each of these themes is explored, making connections to the "right brain" thinking of artists and other creative professionals, managing with emotional intelligence, and historical ideas about management and leadership as adaptive human processes.

'This masterful book goes to the heart of managerial practice. Nurick shows how it is anchored in developing a realistic image of one's own powers and those of his/her colleagues, avoiding the toxic dangers of omnipotent thinking, self-idealization, and perfectionism. With this quality of awareness the manager/leader is able to create the trust and facilitating environment that is crucial for success in contemporary organizations.' -James Krantz, Ph.D. Principal, Worklab; Past President, International Society for the Psychoanalytic Study of Organizations, USA 'This is a well-researched and rich volume largely based on the author's extensive use of personal reflection of his experiences over many years; and added to by the synthesis of many schools of thought brought together in a delightfully informative way. It is a volume that will be welcomed by managers and students of management who wish to take a more thoughtful approach to their roles.' -Lionel F. Stapley, Ph.D., Director and Head of Group Processes Learning Program, OPUS - An Organisation for Promoting Understanding of Society. London, UK 'Aaron Nurick's "The Good Enough Manager" is an engaging and elegantly written synthesis of managerial theory and research. The title may lead some to bypass it, but this book is a lucid summation of a very sophisticated perspective on the most crucial of our work relationships. Nurick's scholarship and deep understanding of the subject is evident. He also uses poignant stories drawn from his original studies of the best and worst managers to vividly illustrate key concepts along with their practical implications. Readers from diverse industries, including my own (health care) will find this book a real and useful gem.' -Ernest Frugeacute;, Ph.D. Associate Professor of Pediatrics, Baylor College of Medicine, Texas Children's Cancer and Hematology Centers, Houston, Texas, USA 'I enjoyed reading this book. It brought back to me some of the best and worst managers I have had. More important, it caused me to think about myself and how I manage. That is where I believe the value of the book lies. For those who are willing to engage in introspection and to really think about how and where they can apply the ideas in this book, it has the potential to help them make transition to better management' -Steven E. Scullen, Associate Professor of Management and International Business, College of Business and Public Administration, Drake University. About the Author: Aaron J. Nurick is Professor of Management and Psychology at Bentley University. Dr. Nurick's teaching and scholarship have been devoted to the application of psychology to management and organizations. His published work includes articles in the Academy of Management Learning and Education Journal, Journal of Management Inquiry, Psychological Bulletin, Human Relations, Human Resource Management, Organizational Behavior Teaching, Journal of Management Education, Business Horizons, and Human Resource Planning.