

# 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 <sup>th</sup> Grade:	English	World History	<b>Perspectives</b>
10 <sup>th</sup> 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.

**Center for Leadership & International Relations  
Material Abstract Form**

**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.

First published in 2005, *Self Leadership and the One Minute Manager* introduced a proven path to empowerment in the guise of a fun-to-read parable. In the increasingly fast-paced world of work, this updated edition is more relevant than ever. If you are an individual contributor, this book will show you how to be proactive about getting the help you need in order to succeed. If you are a manager or executive, this book will teach you the fundamentals about developing self leaders. “Leadership might work for the One Minute Manager, but I’m not a manager” let alone a famous one. I’m a lowly account executive with a manager who doesn’t support me”not when it counts.” Cayla lifted an eyebrow. “That’s how it looks from where you’re sitting now”which is on the pity pot.”