

[Free] Stop Spending, Start Managing: Strategies to Transform Wasteful Habits

Stop Spending, Start Managing: Strategies to Transform Wasteful Habits

Tanya Menon, Leigh Thompson
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Tanya Menon, Leigh Thompson : Stop Spending, Start Managing: Strategies to Transform Wasteful Habits
before purchasing it in order to gauge whether or not it would be worth my time, and all praised Stop Spending, Start Managing: Strategies to Transform Wasteful Habits:

Stop Wasting Precious Time and Money You have a complex problem at work, and you know the standard solutions: hire a consultant, enlist a superstar employee, have more meetings about it. In short, spend money and hours to dig

your way out. But you've been down this road before—the so-called solution consumes your time, dollars, and resources, and yet the problem still reappears. There is a way out of this cycle. Organizational researchers Tanya Menon and Leigh Thompson, experts in collaboration and creativity, identify five spending traps that lead to this wasteful “action without traction”:

- The Expertise Trap: recycling old solutions on current problems
- The Winner's Trap: investing additional resources into failing projects
- The Agreement Trap: avoiding conflict to feel like a team player
- The Communication Trap: communicating too frequently over too many channels
- The Macromanagement Trap: assuming your employees don't need your direction

Menon and Thompson combine their own research with other findings in psychology to provide strategies to break these unproductive habits and refine your skills as a manager. From shaping problems in new ways and learning from failure through experimentation, to stimulating productive conflict and structuring coordinated conversations, you can escape these traps and discover the value hidden in your organization—without spending a dime.