



Tall Performance from Short Organizations Through We/Me Power

Gary Brumback

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This handy book is for you if you work in or with a large or small business without too many layers of management. They have the potential for We/Me power that can't be tapped by the long chain of commands and controls of the traditional hierarchical pyramid. That's why a hierarchy is better at being a bureaucracy than at being a business and may not survive in the long run. Dr. Brumback, a veteran industrial/organizational psychologist, first presents four basic principles and then goes step-by-step through a new We/Me model of MBR, or managing behaviors and results, to show how responsibly empowered teams in business can reach and sustain performance that is both highly competitive and ethical. Among the many unique features of the new model are a skillful blending of individual and team performance, a new bottom line for business that accounts not only for the results obtained but also for the manner in which they were obtained, and a new way to do performance appraisals, which have never been done right through the centuries and still aren't. While many books exist on teams, performance management, and ethics, only this book integrates these critical matters into one unique model.

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