

Books

The Best and the Brightest: Books of Choice

Read any good books lately? The *Training & Development Journal* asked a spectrum of HRD folks what words of wisdom or folly have influenced them during the last year, professionally or personally. Here are the results of our informal survey.

Stan Gryskiewicz, Center for Creative Leadership

Innovation: A Cross-Disciplinary Perspective, Kjell Gronhaug and Geir Kaufmann, editors (Norwegian University Press, 1988). "An interesting book about looking at innovation from an international perspective, with contributions primarily from Scandinavians, Englishmen, and Americans."

Frontiers of Creativity Research: Beyond the Basics, Scott Isaksen, editor (Bearly Ltd., 1987). "It's a build on what's been done in the field of creativity, an update on the current thinking."

Productive Workplaces: Organizing and Managing for Dignity, Meaning, and Community, Marvin Weisbord (Jossey-Bass, 1987). "A whole-systems approach to continuous organizational improvement. Provides a new framework for analyzing how organizations treat people and become productive."

High-Performance Leadership: Strategies for Maximum Productivity, Phillip Harris (Scott Foresman, 1989).

Patricia McLagan, McLagan & Associates

Doing Deals: Investment Banks at Work, Robert Eccles (Harvard Business Press, 1988). "An interesting look at the changing relationship between investment firms and their clients. Discusses the shifting nature of loyalties and how the boundaries are blurring between who's the customer and who's the client."

The Addictive Organization, Anne Schaeff and Diane Fassel (Harper & Row, 1988). "A disturbing picture of the addictions that people bring to work and how they can contribute to dysfunctional organizations."

Managing as a Performing Art: New Ideas for a World of Chaotic Change, Peter Vaill (Jossey-Bass, 1989). "He debunks many of the accepted management competencies."

Professionalizing the Organization: Reducing Bureaucracy to Enhance Effectiveness, Guy Benveniste (Jossey-Bass, 1987).

For fun? McLagan says she loved Beryl Markham's *West With the Night* (North Point Press, 1983), and is currently working on *The Icharus Agenda* by Robert Ludlum (Random House, 1988), as well as a book of short stories by Isaak Dinesen.

Barbara Beach, Management Concepts

Satanic Verses, Salman Rushdie (Viking Press, 1989). "He's really not a bad writer. It's an insightful exploration of the human psyche. I thought it was terrific."

The Age of the Smart Machine: The Future of Work and Power, Shoshana Zuboff (Basic Books, 1988). "Just beautifully written. I loved her historical orientation. Zuboff gives us classic scholarship without being unlively or trendy—two of the deadliest sins of research."

Lloyd Smigel, Care Management Consultants

One, Richard Bach (William Morrow, 1988). "It's about looking at life from a different perspective. Bach explores alternative lifestyles and how you could do things differently if you had a chance to make different decisions. It's an opportunity to find out what might have happened. Very intriguing."

Ending Hunger: An Idea Whose Time Has Come (Praeger, 1985). "An educational book about the hunger

project and food relief and some of the causes of hunger. It made me really stop and think about what we're doing with food around the world."

Swim With the Sharks Without Being Eaten Alive, Harvey MacKay (Ivy Books, 1989). "It's about what they don't teach you at Harvard. There's some useful information and some interesting angles about how to reach people."

Silent Spring, Rachel Carson (Fawcett Books, 1981). "It's about man-made pollution and its effects and balances on nature. Carson's message is that we're not learning from the mistakes we made in the past."

Smigel said he recently reread George Orwell's *1984* (Signet Classics, 1950). "I was doing a seminar and talking about the importance of trust and how paranoia will set in if you don't fully trust. This book is a reminder of what happens when you don't trust."

Jay Spechler, author of *When America Does It Right* (Industrial Engineering and Management Press, 1988)

Beyond Selling, Dan S. Bagley III and Edward J. Reese (Meta Publications, 1988). "Presents new personal and interpersonal techniques for the selling of ideas as well as products. As I'm in the business of selling ideas, the book was highly relevant."

Patriot Games, Tom Clancy (Putnam Books, 1988). "Clancy helps to put political rhetoric into perspective and takes us back to what American democracy is all about. I couldn't put the book down."

Jill Janov, Block Petrella Weisbord

The Goal: A Process of Ongoing Improvement, Eliyahu Goldratt and Jeff Cox (North River Press, 1987). "Focuses on what companies are measuring and what they should be measuring in terms of tracking their own effectiveness."

The Empowered Manager:

Books

Positive Political Skills at Work, Peter Block (Jossey-Bass, 1987). "Speaks to the heart of what organizations are saying about their espoused practices. It deals with managing organizational difference."

Organizational Consulting: A Gestalt Approach, Edwin Nevis (Gestalt Institute Press, 1987). "It's a framework for looking at making change in organizations."

Healing the Shame that Binds You, John Bradshaw (Health Communications, 1988). "A very powerful book about individual coping patterns and behaviors that evolve out of 'toxic shame,' which is the all-pervasive sense people get that 'I am failed as a human being.' Toxic shame is defined as a rupture of self within the self."

After the Tears, Jane Middleton-

Moz and Lorie Dwinell (Health Communications, 1986). "A book on reclaiming the personal losses of childhood."

The Prince of Tides, Pat Conroy (Bantam Books, 1986). "Conroy captures very well the human condition and how we relate to the world around us."

Peter Schleger, Peter Schleger Company

Cry Wolf & Other Aesop's Fables, Naomi Lewis (Oxford University Press, 1988). "Have been reading the children's illustrated edition with my kids. It's amazing the amount of wisdom the fables contain that are applicable to all phases of our lives. So many of the messages have found their way into our everyday lives."

Not Without My Daughters: A

True Story, Betty Mahmoody and William Hoffer (Thomas Dunne Books, 1987). "It's the story of an American woman who, with her daughter, follows her Iranian husband to Iran, where she becomes a prisoner of society. It's a book about slavery."

The Auctioneer, Joan Samson (Avon Books, 1977). "Another book about slavery, of sorts. It's the story of a farming community being taken over by capitalistic forces they can't control."

Bonnie Michaels, Managing Work and Family

The Work & Family Sourcebook, Fairlee Winfield (Panel Publishers, 1988). "A really good piece about what companies are doing for employees with family responsibilities."

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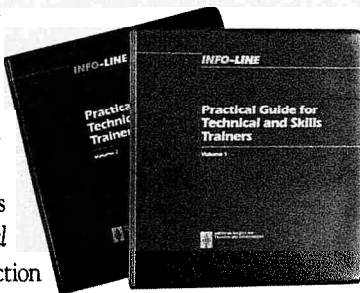
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Age Wave: The Challenges and Opportunities of an Aging America, Ken Dychtwald and Joe Flower (Jeremy P. Tarcher, Inc., 1989). "The authors look at how the organizational population is going to affect the way corporations look at employees who have families."

When Mothers and Fathers Work: Creative Strategies for Balancing Career and Family, Renee Magit and Nancy Fleming, editor (AMACOM, 1987). "Takes a practical look at all the issues working parents face."

Warren Bennis, University of Southern California

Bennis responded to our survey with a list of the works that have most influenced him in his life. They include Sigmund Freud's *The Interpretation of Dreams*, Abraham

Maslow's work on abnormal psychology, *War and Peace* by Leo Tolstoy, *Management and the Worker* by Fritz Roethlisberger and William Dickson, *The Governing of Men* by Alexander and Dorothea Leighton, *The Human Group* by George Homans, *A Study of Thinking* by Jerome Bruner, and "everything by Kurt Lewin."

W. Mathew Juechter, Integration Resource Associates

Chaos: Making a New Science, James Gleick (Viking, 1987). "We're used to looking for order in our lives, but this book is a paradox, in that Gleick attempts to identify the underlying structure of randomness. It's the study of chaos designed to find order. I found it fascinating."

Micro-Cosmos, Lynn Margulis and

Dorion Sagan (Summit Books, 1986). "Most humans think life started with us. This book describes life in all its forms for the last four billion years—only in the last chapters do humans come in. It's a well-written, scientific book, nicely animated. I came out of it with a great sense of humility, realizing that life will go on without us. It changed the way I think about who we are, and where we are going."

The Heart of Business, Peter Koestenbaum (Saybrook, 1987). "The author has a very positive sense of what humanity is all about. Helps people understand their uniqueness and how they can make a contribution."

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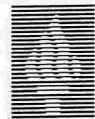
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Project Management: Planning, Scheduling and Controlling Seminar

Dr. Harold Kerzner, Lee M. Ekstrom, and Harvey A. Levine will be giving a seminar for five days on September 18-22, 1989, in Chicago, Illinois featuring effective project management methods essential to high productivity.

Harvey A. Levine, a past president and chairman of the Board of Project Management Institute, author of the book entitled "Project Management Using Microcomputers", and founder and principal of the Project Knowledge Group will present two days on selecting and implementing project management software systems.

Dr. Harold Kerzner, one of the world's foremost authorities and authors on project management, and Lee M. Ekstrom, president and founder of the management consulting firm GPMT, Inc., and a certified Project Management Professional by PMI will present three days on tailoring project management to your needs, bringing in projects on schedule and within budget, and much more.

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Development Journal staff been perusing lately?

- *The Deptford Trilogy*, Robertson Davies (Penguin Books, 1985);
- *Life and Death in Shanghai*, Nien Cheng (Penguin Books, 1988);
- *Speak Memory*, Vladimir Nabokov (Putnam Publishing Group, 1970);
- *Love in the Time of Cholera*, Gabriel Garcia Marquez (Knopf, 1988);
- *The First Salute: A View of the American Revolution*, Barbara Tuchman (Knopf, 1988);
- *More Like Us: Making America Great Again*, James Fallows (Houghton Mifflin, 1989);
- *American Business: A Two Minute Warning*, C. Jackson Grayson Jr. and Carla O'Dell (The Free Press, 1988);
- *The Closing of the American Mind: Education and the Crisis of Reason*, Alan Bloom (Simon & Schuster, 1987);
- *Cultural Literacy: What Every American Needs to Know*, E.D. Hirsch Jr. and Pat Mulcahy, editors (Random House, 1987);
- *You Must Remember This*, Joyce Carol Oates (Abrahams Books, 1987);
- *The Song of the Lark*, Willa Cather (Amereon Ltd., 1983);
- *A Leg to Stand On*, Oliver Sacks (Summit Books, 1984);
- *Celestial Navigation*, Anne Tyler (Warner Books, 1983).

Calling all bookworms

We'd like to know what books of note are on your reading list and why. Please write in care of this column, and include a list of any books you'd like to see reviewed in upcoming issues.

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