



Becoming a Manager – The step-by-step guide

has just been published by Éditions AFNOR

For the future manager or beginner manager, supervising people with different experiences, origins and aspirations constitutes a big leap, a plunge into a new profession. In this new book, Philippe Fourteau gives all the keys to convincing employees to follow their manager, to invest wholeheartedly in their activity and thus contribute fully to the team's objectives.

Organized like a road map, this ultra-practical work accompanies the new manager step-by-step throughout a process intended to quickly establish mutual trust and cooperation in a team.

First, by identifying important ideas for successful daily management. Then, by showing, through practical examples and guides, how to concretely translate these ideas into action. Finally, by helping it avoid beginner mistakes that would destroy its legitimacy.

The author thus offers all the solutions to express one's dissatisfaction in a constructive manner, show one's recognition, calmly manage conflicts, manage one's N+1, integrate a new employee... If these concern hierarchical management within tertiary companies, all the ideas and techniques are obviously perfectly suited or adaptable to project management, as well as to other economic sectors and the public sector.

Extremely topical, the book also gives a large place to teleworking. It provides tools and advice to manage, motivate and contribute to the development of its employees, whether they telework one, two or every day of the week, in France or from abroad.

By taking the future manager by the hand over the course of some 160 pages, this new book constitutes a real key to starting a new job and succeeding in your first months in your new job!

The author

Philippe Fourteau, engineer from the École centrale de Paris, Master of Sciences, Stanford University (USA), is the founder of a firm specializing in managerial development. After a career as an SME manager [Southern Europe manager of General Electric Industrial Automation, general manager of Serete Engenharia, chairman of the management board of Graphaël SA, etc.], he has observed for almost twenty years, in his work as a coach and consultant, the importance of *managers* on the commitment, performance and professional development of their employees.

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