



BERRETT-KOEHLER PUBLISHERS

235 Montgomery Street, Suite 650  
San Francisco, CA 94104-2916  
Fax 415.362.2512  
www.bkconnection.com

Ken Lupoff, Senior Publicity Manager  
Phone: 415.743.6469 Email: klupoff@bkpub.com  
Tiffany Lee, Publicity Assistant  
Phone: 415.743.6477 Email: tlee@bkpub.com

For Immediate Release

# **My Way or the Highway**

## **The Micromanagement Survival Guide**

### **By Harry E. Chambers**

Micromanagement is one of the most widely condemned managerial sins, and one of the most common employee complaints. It results in significant direct, indirect, and hidden costs to organizations, contributing to low morale, high turnover, inefficiency, instability, and lack of continuity. And being perceived as a micromanager can have a significant negative impact on your career. But what, precisely, is micromanagement? More importantly, what can be done about it?

In *My Way or the Highway: The Micromanagement Survival Guide*, author Harry E. Chambers defines micromanagement as behaviors that result in interference with performance and productivity of people and the efficiency of projects and processes. Micromanagement results in significant direct, indirect and hidden costs to organizations, contributing to retention and turnover problems, along with inefficiency, instability and lack of continuity.

Entire organizations or individual subgroups may develop a culture of micromanagement. The negative behaviors become imbedded as the norms of the organization and actually serve as the operational model for day-to-day activities. They may permeate the entire organizational structure. Typically, this culture of micromanagement is established at the very top of an organization. The style and behaviors of a few top leaders at the apex of organizational power and authority create operational examples that cascade throughout the entire organization. The standard is set at the top. People throughout the organizational food chain eagerly try to outdo each other in mimicking the top leadership's micromanagement behaviors. Everybody wants to be like the boss and they quickly learn to develop the behaviors they need to get ahead.

Additionally, individuals may develop micromanagement behaviors on their own. These behaviors impact their specific areas of influence whether they are in formal leadership or not. This situation is particularly troublesome for employees and organizations where the norm is not a culture of micromanagement. People find themselves in a department, group, team or situation with a culture very different from the rest of the organization. Pockets of intense micromanagement can develop in any organization. Employee frustration tends to intensify, especially when people are subjected to situational micromanagement, which is counter to the overall organizational environment. Employees hired from the outside quickly realize that not everyone is being subjected to the stifling circumstances of micromanagement and are quick to seek reassignment to other areas within the organization.

*My Way or the Highway* examines the readily identifiable behaviors of micromanagement and details appropriate corrective actions. Individuals will learn to correct their own behaviors, reducing negative behaviors in their area of influence.

***More...***

Chambers also devotes several chapters on how to respond if you are the micromanager (a victim of micromanagement), how to eliminate your own micromanaging behaviors, and what to do if you have to manage a micromanager. *My Way or the Highway* offers detailed, actionable, field-tested strategies that will eliminate the damage that overcontrolling behavior causes and increase creativity, risk-taking, productivity, and initiative in any organization.

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*“My Way or the Highway is the silver bullet that strikes the heart of the micromanagement monster! Chambers offers fresh insights and tools to overcome the disruptive behaviors of micromanagers.”*

—Angie Fitts, CPA, Accounting Operations Director, Cingular Wireless

*“The CEOs in my Executive Forums will certainly want to discuss Chambers’ latest book...maybe because it cuts a little close to home.”*

—William S. McIlwaine, President, Renaissance Executive Forums

*“An excellent book that helps identify the negative impact of micromanagement. A must-read for those who think they are exceptional managers.”*

—Scott Zakrajsek, Plant Manager, Electrolux Home Products

*“A real wake-up call for someone who was going down the road towards becoming a micromanager.... Thumbs up for Harry Chambers and his call-it-as-he-sees-it style.”*

—Joseph T. Bork, Director of Employer Education Services, University of Minnesota

*“Once again Harry Chambers has written a timely hands-on book dealing with a disruptive workplace practice. Presents constructive suggestions on how to deal with the micromanager.”*

—Ronald L. Melchiorre, Executive Director Center for Management Development, Boise State University

*“An excellent read! Harry Chambers is a master at getting to the point about what is critical to good management, and getting results. Managers on every level need to have this book.”*

—Diane Valek, President & CEO, Make-A-Wish Foundation of Georgia and Alabama

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**HARRY E. CHAMBERS** is President of the Atlanta-based training and consulting company Trinity Solutions, Inc. His clients include the IBM, Verizon, the U. S. Postal Service, Make-A-Wish Foundation, the Centers for Disease Control, and Alcon Laboratories. He has trained, facilitated and consulted with Boise State University and the University of Minnesota, and he is affiliated with the Sam M. Walton Center for Management and Executive Development at the University of Arkansas. He is the author of five books, including *The Bad Attitude Survival Guide*.

*My Way or the Highway: The Micromanagement Survival Guide*

By **Harry E. Chambers**

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