



Douglas McGregor, Revisited: Managing the Human Side of the Enterprise

Gary Heil, Warren Bennis, Deborah C. Stephens

[Download now](#)

[Click here](#) if your download doesn't start automatically

Douglas McGregor, Revisited: Managing the Human Side of the Enterprise

Gary Heil, Warren Bennis, Deborah C. Stephens

Douglas McGregor, Revisited: Managing the Human Side of the Enterprise Gary Heil, Warren Bennis, Deborah C. Stephens

The words of Douglas McGregor, one of the fore-fathers of management theory and one of the top business thinkers of all time, cannot and should not be ignored. McGregor's vision of a more humanistic workplace may not have been widely accepted over three decades ago, but technological advancements that McGregor himself anticipated have paradoxically helped companies become more human. Viewing employees not as cogs in the machine but as living beings with individual goals-what McGregor called "the human side of the enterprise"-has proven to provide a remarkable competitive advantage.

Now, with the rise of the networked economy, the growing power of frontline workers, and the shift in power from mass producer to individual consumer, authors Gary Heil, Warren Bennis, and Deborah Stephens assert that McGregor's ideas are more important and relevant than ever before.

Douglas McGregor, Revisited emphasizes McGregor's lasting influence and updates his thinking with new concepts, fresh strategies, and modern implementation. This timely work traces McGregor's original thinking, which has emerged in current approaches that stress distributed leadership, open-minded appraisal techniques, and employee/customer commitment.

Highlighted throughout with gems of wisdom in McGregor's own words, the book describes the value of his theories for today's managers. The authors carefully outline how to put McGregor's thinking into practice in your own business so you can:

- * Devise a better performance management system
- * Form and supervise effective management teams
- * Build cooperation instead of internal competition
- * Cultivate an intrinsically motivating, values-driven workplace
- * Create a cause worthy of employee commitment

Also featured are examples from a host of companies and leaders who have flourished under McGregor's approach. Authoritative and highly instructive, Douglas McGregor, Revisited offers new generations of managers important lessons from history and from the field.

Praise for Douglas McGregor, Revisited

"This book revisits in a contemporary manner the most important question facing management today: given what we know about human nature, how should work be managed so as to unleash the vast creative potential of human beings? The evidence is overwhelming that many people either come to an organization or can be appropriately led to exhibit the behavior McGregor characterized as 'Theory Y.' This book provides a 'how-to' approach for developing people at work and for establishing high performance organizations."-Joseph A. Maciariello, Horton Professor of Management

Peter F. Drucker Graduate School of Management, Claremont Graduate University and Claremont McKenna College. Author of Lasting Value: Lessons from a Century of Agility at Lincoln Electric

Douglas McGregor's seminal works, *The Human Side of the Enterprise* and *The Professional Manager*, debunked Taylorism and described a revolutionary way to manage people. He was the first to apply the findings in behavioral science to the world of business. Based on what had been learned about human behavior, McGregor explored the implications of managing people in a different manner than tradition dictated.

The nature of work today makes McGregor's ideas more relevant than ever before. This important book applies his thinking to today's business world, proving again that the human aspect of work is crucial to

organizational effectiveness. It also suggests how you can change your thinking and implement his ideas in your own business and workplace.

 **Download** [Douglas McGregor, Revisited: Managing the Human Si ...pdf](#)

 **Read Online** [Douglas McGregor, Revisited: Managing the Human ...pdf](#)

Download and Read Free Online Douglas McGregor, Revisited: Managing the Human Side of the Enterprise Gary Heil, Warren Bennis, Deborah C. Stephens

From reader reviews:

Shannon Harvey:

The book Douglas McGregor, Revisited: Managing the Human Side of the Enterprise can give more knowledge and information about everything you want. Why must we leave a good thing like a book Douglas McGregor, Revisited: Managing the Human Side of the Enterprise? Wide variety you have a different opinion about book. But one aim which book can give many information for us. It is absolutely correct. Right now, try to closer with the book. Knowledge or data that you take for that, you could give for each other; you may share all of these. Book Douglas McGregor, Revisited: Managing the Human Side of the Enterprise has simple shape however, you know: it has great and big function for you. You can look the enormous world by wide open and read a book. So it is very wonderful.

Lori Morgan:

Douglas McGregor, Revisited: Managing the Human Side of the Enterprise can be one of your beginner books that are good idea. All of us recommend that straight away because this book has good vocabulary that could increase your knowledge in language, easy to understand, bit entertaining but nonetheless delivering the information. The writer giving his/her effort to put every word into satisfaction arrangement in writing Douglas McGregor, Revisited: Managing the Human Side of the Enterprise nevertheless doesn't forget the main level, giving the reader the hottest and based confirm resource details that maybe you can be one among it. This great information may drawn you into brand-new stage of crucial contemplating.

Stewart Ramirez:

Are you kind of busy person, only have 10 as well as 15 minute in your time to upgrading your mind skill or thinking skill also analytical thinking? Then you are receiving problem with the book in comparison with can satisfy your small amount of time to read it because pretty much everything time you only find publication that need more time to be learn. Douglas McGregor, Revisited: Managing the Human Side of the Enterprise can be your answer given it can be read by a person who have those short spare time problems.

Heather Garcia:

Reading a publication make you to get more knowledge from that. You can take knowledge and information from your book. Book is composed or printed or illustrated from each source which filled update of news. In this modern era like at this point, many ways to get information are available for you actually. From media social including newspaper, magazines, science guide, encyclopedia, reference book, novel and comic. You can add your knowledge by that book. Isn't it time to spend your spare time to spread out your book? Or just trying to find the Douglas McGregor, Revisited: Managing the Human Side of the Enterprise when you desired it?

**Download and Read Online Douglas McGregor, Revisited:
Managing the Human Side of the Enterprise Gary Heil, Warren
Bennis, Deborah C. Stephens #YXVTM1WAJ76**

Read Douglas McGregor, Revisited: Managing the Human Side of the Enterprise by Gary Heil, Warren Bennis, Deborah C. Stephens for online ebook

Douglas McGregor, Revisited: Managing the Human Side of the Enterprise by Gary Heil, Warren Bennis, Deborah C. Stephens Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Douglas McGregor, Revisited: Managing the Human Side of the Enterprise by Gary Heil, Warren Bennis, Deborah C. Stephens books to read online.

Online Douglas McGregor, Revisited: Managing the Human Side of the Enterprise by Gary Heil, Warren Bennis, Deborah C. Stephens ebook PDF download

Douglas McGregor, Revisited: Managing the Human Side of the Enterprise by Gary Heil, Warren Bennis, Deborah C. Stephens Doc

Douglas McGregor, Revisited: Managing the Human Side of the Enterprise by Gary Heil, Warren Bennis, Deborah C. Stephens Mobipocket

Douglas McGregor, Revisited: Managing the Human Side of the Enterprise by Gary Heil, Warren Bennis, Deborah C. Stephens EPub