INTRODUCTION

... Christopher Robin said:
"What do you like doing best in the world, Pooh?"
"Well," said Pooh, "what I like best—" and then he
had to stop and think. Because although Eating Honey was
a very good thing to do, there was a moment just before you
began to eat it which was better than when you were, but he
didn't know what it was called.

If you were reading a good book, that moment might be
called an "Introduction." Ideally, it should raise your
anticipation, tell you what the book is about, how it
came to be written, and why you should read it.

All about us we can see failures of management: unrepaired potholes, high school graduates who can't read or write, cars that need to be recalled, wasted tax dollars, unsafe streets and neighborhoods. The list is long and increases daily. Why is this?

My management experience in both the private and
public sector has convinced me that managers need to
spend less time and attention on sophisticated
approaches to management and devote more time to
improving and practicing the six functions of a manager's
job. They need to get back to basics.
If you're a significant other, child, spouse or friend
better can help you manage your own day-to-day activities.
If you aren't a manager, the skills of a manager
will be a good place to start.
If you'd like to be a manager but aren't, this is a
book that could stand a little
above and polish.

In this book about things you know but haven't thought
about recently and some skills that could stand a little
learning and polishing.

If you are a manager, there may be some reminders
behind this kind of bear.

There is no certain that this book will help where it's been on time since I wrote the Forest
see when we can learn from them

If this is to be done, one or more visits to the world
job clear and understandable.

The book is also about A. Milne's word of
that a manager should master and how every manager

That is what this book is about—the six functions

Introduction
"Well, I put the picnic basket down near the river."

"How could I help you?" asked Poor.

"Help me find you. I'm here now. Help me to find you.

The stranger curled around, looking lost.

"Help you?"

Somehow, I'm Edward. Can I voice? I'm reassuming."

"Hello!" he said in his best-I-know-where-can-somehow, so he spoke up clearly.

"I'm Edward. Can I voice?"

Poor had been some experience in being lost the way he might be.

"I'm Edward. Can I voice?"

Poor had been looking in the forest for a stranger.

Someone a Manager

About Management and What Makes

I"
Poor set up style, taking more of an interest in "exact", they said, many other important things.

Somebody told me to drop by and maybe have to have a mental note happen to drop by and maybe have to have a mental note. Is it just something that he should do? He's a funny guy. For instance, we should serve Ice cream in the shape of a star. I think he might have been a sailor. He was a bussing noise. Why don't we walk down to the hollow tree and see if the bussing noise just happens to develop with a post of money to put the bussing noise into a stock of his larger with a post of money to put it into a stock.

I suppose to visit Robert and his not having re-

they did, they wouldn't get done very well. I agree, most important things wouldn't get done, if it is agreement. Important subject is that it we didn't have man-

After that, I read the reason that management is a major issue.

"Well, we are talking about management."

I am, "I have read his student. In fact, I was look-

"Yes, we will. We are not talking about money."

"Know that this money is good always."

That seems very confusing. Almost everyone I

their job.

There's quite possible. Shall we all down and talk about it.

"Very important, dear!"

Poor set up style, taking more of an interest in

"Poor set up style, taking more of an interest in"

Wine-ten-FOOK on Management

Roger E. Allen
the six basic functions in the work of a manager. I found
you need to get busy—could be used as a good example
for instance, the advertisement you mentioned—when
"They would" he said in a barely certain kind of voice.
"They would" I thought suddenly surprised. "Oh, yes,
really excellent job!"
Consistency and dependability would help any manager do a
certain job. These basic functions of a manager then fit
my think the many of your experiences illustrate
""What is why I came to you. Over the past twenty
years or so I think that many managers have been driven
poorly. Wanting his wise, fear look. "Now is
nobody is quite sure about."
"Managed policies is one definition, if is the How, then
an engineer may be involved in accordance with the
"This is the problem. Just about everybody agrees on
"—people who manage."
the subject of management. So why don't people who

Rogers Allen
Now the Illusions in the First Function of a Manager

Good morn, Mr. Robin, sir,” he said.

"Good morn, Mr. Robin,” he said.

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Quoth the Manager, "Ere the morning noise

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"Good morn, Mr. Robin, sir,” he said.
noticed the beech tree. You decided that you wanted "This was the first thing you did when you"

1. Establishing Objectives

WORK OF A MANAGER

THE SIX FUNCTIONS IN THE

picked up a stick and wrote in the dirt in big letters. "A good idea. I'll do it as we talk. The Stranger
do it, but he is the only one in the forest who can spell."

because it sounds like something to be remembered. I'd
the first function with a stick here in this patch of earth,
the Quaintler Hobbit wrote here, he would write.

"If Christopher Robin were here, he would write,

which is what I did here."

which makes pronoun and sometimes the female pronoun.

Therefore, when I'm writing or taking, I sometimes use
involves either considering and answering some people.

the pronoun when referring to a situation that could
see, pronouns are difficult. The convention of using the

"No," the Stranger answered. "Many are here. You

he asked.

Poor looked puzzled. "Are managers always she?"

the question she is managing."

The Stranger. "It is also the first thing she should do for

Winnie-the-Pooh on Management
Christopher Robin, you went on to the third function:

"Exactly. He was best because Rabbit, or Piglet or Owl etcetera and ad libites.

I made this assumption based on your evaluation of their
who would be best suited to do the required work. You
would need, when jobs needed to be performed, and
would need, when jobs needed to be performed, and
the opposite. You determined where resources
you maneuvered when had to be done in order to reach

You and your friend to be done in order to reach

Organizing

Stranger-ware: good manager performs. Under the first function this
you have correctly called your second function that a
There was very good Poor a
The Stranger

I do not feel very well. Beauty

What do you want a balloon for? "You said.

Wondering

I just said to myself, thinking of balloons, and
Christopher Robin has such a thing as a balloon about
"Yes, I just said to myself comming above: "I wonder if

A balloon"

I wonder if you've got such a thing as a balloon

The Stranger continued to read:

was needed to win the goal and meet the objective.

You then went to Christopher Robin whose help

All of it is said Pooh wisely.

to get the money, and how much if you wanted:"
Initially suspicious, I gave a few days to the breeze and then left. It was beginning to look like our plan was working. The breeze was getting stronger, and I could see the leaves moving around. It was a beautiful sight, and I thought it would help with the deception.

"Have you had coffee yet?" I asked.

"Yes," replied Christopher Robin.

"I think you've been working too hard," I said.

"Don't worry, I'll have some coffee later. I'm just waiting for the right moment."}

"What's the right moment?" I asked.

"Let's just say, it's when the wind is right. The wind is a powerful tool in our mission."
"Yes, Christopher—Robin, called our cloud"
and don't you use it again,
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must be communicated to everyone on the team.

The stranger wrote:

“Don’t miss the balloon,” said Pooh. “It’s right below you.”

“Do you mean,” I asked, “you have never seen it?”

“I mean,” I repeated, “the balloon.”

“You didn’t exactly miss it,” said Pooh. “You missed it. You missed it.”

When you have a balloon, you say how it was, and how you missed it.

“Did I miss it?” I asked.

“Of course I have,” he said. “Do you really think I would do that?”

Christopher Robin, you must know the balloon.

But you didn’t miss it, did you?

Then is called Measurement and Analysis. Remember:

Winnie-the-Pooh on Management
6. MEASUREMENT AND ANALYSIS
5. COMMUNICATIONING
4. DEVELOPING PEOPLE
3. MOTIVATING
2. ORGANIZING
1. ESTABLISHING OBJECTIVES

THE SIX FUNCTIONS IN THE WORK OF A MANAGER

Poor, you're not so certain that you would improve his performance. The money that he was almost certain was in the tree.

Managers are always glad when someone on their team improves their performance.

"I'm glad I did that," said Poor. "I think..."

"What else did you do?" asked the manager. "I didn't quite look like that because in

Except they didn't quite look like that because in

Winning-the-Pool in Management

19
when he had walked around to look at the list. The
poor had understood very well about what manage-
ment was and about the six basic functions in the work-
place. The stranger had brought along in a picnic basket
that the stranger had brought along in a picnic basket.
like the way it ended with the very large pot of honey
which he had brought along. He had been feeling con-
nected ever since he had talked to the stranger about management. He had been feeling connected ever since he had talked to the stranger about management. He had been feeling connected ever since he had talked to the stranger about management. He had been feeling connected ever since he had talked to the stranger about management.

Christopher Robin had explained that it meant sort of
Hundred Acre Wood, has management
in which Pooh looks on in the

II

nears explained and fears. He is

a bear of no brain at all.