

🕒 2021.04.08

## The Gifted Boss: How to Find, Create and Keep Great Employees by Dale Dauten

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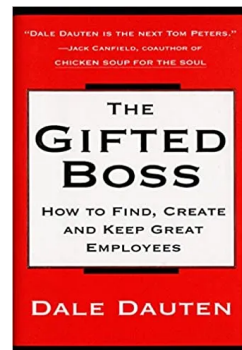
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Category: Management

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**Why:** There are too many who quit a job with dissatisfaction.

**Goal:** Learn how to build a workplace where talents want to work.



**Action: Trust means Management.**

### 3 Key Concepts

1. Talents want freedom, change, and chance.
2. Talents are sought after. They don't do jobhunting.
3. A gifted boss and great employee create a lifetime kinship of talent.

### Summary

#### How to get rid of mediocrity?

To raise your standard as a manager, show your employees respect and the high expectation you have for them.



Check out also “[High-Performance Habits](#)” by Brendon Burchard

## Definitions

**Great boss:** a leader that makes you feel “I like me best when I’m around you.”

**Great employees:** people who need no management but who also make the boss do better work and raise the entire department to a higher standard.

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**This is a story between the author and “Max.”** They discussed the secrets of making a workplace for the brightest, along with a simple comparison between a normal and gifted boss.

It is a short book – you can tuck it along for a good commute ride home 😊

The lessons throughout the book were summarized to

### “The Six Realities of Gifted Bosses and Great Employees.”

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**1: The “talent-squared” workplace is possible because gifted bosses and great employees want the same thing from a workplace.**

- Freedom from management, mediocrity, and morons.
- A change
- A chance

Trust = free from management.

“ The great ones never let themselves do second-rate work

Dale Dauten

• • •

**2: Gifted bosses don’t just hire employees, they acquire allies.**





The Equals

. . .

**3: Great employees don't have jobs, they have talents. They enter the job market once (if at all), and thereafter their talents are spotted, courted and won over.**

. . .

**4: Great bosses and employees often reverse the typical job search: instead of the employee doing the "hunting," it's the boss. The process more resembles a "talent search" than a "job market."**

. . .

**5: While many gifted bosses have created such special work environments that they have virtually no turnover, many others embrace substantial turnover and become master of "the secret skill" of firing.**

“ Low turnover rate is not always good for the firm. If only morons stay, and the brightest leave.



6: An alliance between a gifted boss and a great employee is a kinship of talent, often creating a bond that can last a lifetime.

To sum up, the story shows that the attitude toward employees and bosses should be mutual.

“ The goal of life isn't just to experience life, but to experience it together. Remember E.M. Forster? 'Only connect.' That's a two-word philosophy of life.

Goal check: I learned what talents (and all others) need from the workplace.

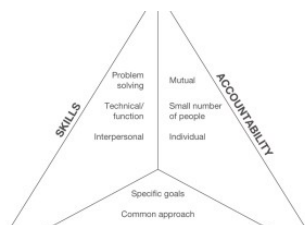
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Bonus: a snack for thoughts;

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