



Managen (Dein Business) (German Edition)

Henry Mintzberg

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Managen beleuchtet den vielleicht wichtigsten Job, den es gibt. Seine Dynamik, seine Vielfalt, seine Rätsel und wie Manager ihn effektiv und gut beherrschen. Managen ist eine dynamische Tätigkeit, kein statische Wissenschaft. Mintzberg zeigt, dass Manager vielfach als überlegte und systematische Planer idealisiert werden und diesem Anspruch gar nicht gerecht werden können. Er skizziert Management als dynamischen Prozess.

Mintzberg gilt als *Enfant terrible* unter den Managementvordenkern.

Eine seiner Thesen: Management und Leadership sind Bestandteile des gleichen Jobs. Manager, die keine Leader sind, sind langweilig. Und Leader, die nicht managen, wissen nichts vom Geschäft. Die Trennung von Management und Leadership ist Unsinn. Mintzberg fordert auf zu einer längst überfälligen Diskussion über modernes Management: Wie kann man managen, wenn verlässliche Daten fehlen. Wie kann man eine Balance herstellen zwischen notwendiger Veränderung und Kontinuität? Wie kann man Dinge durchdenken, wenn die Zeit dazu fehlt?

Effektive Manager sind nicht frei von Fehler, aber sie treffen die in der jeweiligen Situation bestmöglichen Entscheidungen.

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