

Management Culture



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In *Management Culture: Innovative and Bold Strategies to Engage Employees*, author Denise Moreland provides a comprehensive and insightful guide for managers and employees. Readers are encouraged to redefine what it means to be "the boss," and are challenged to change dysfunctional patterns that lead to negative work environments. In traditional management models, employees are viewed as a means to an end. A boss's role is to provide strict supervision and detailed directives, which employees are expected to follow without questioning. Disempowering employees contributes to high turnover rates, low productivity, and poor morale. New management perspectives encourage leaders to develop positive relationships with employees. Unfortunately, new approaches fail to deliver their promised results because old behaviors linger, reinforced by traditional management culture.