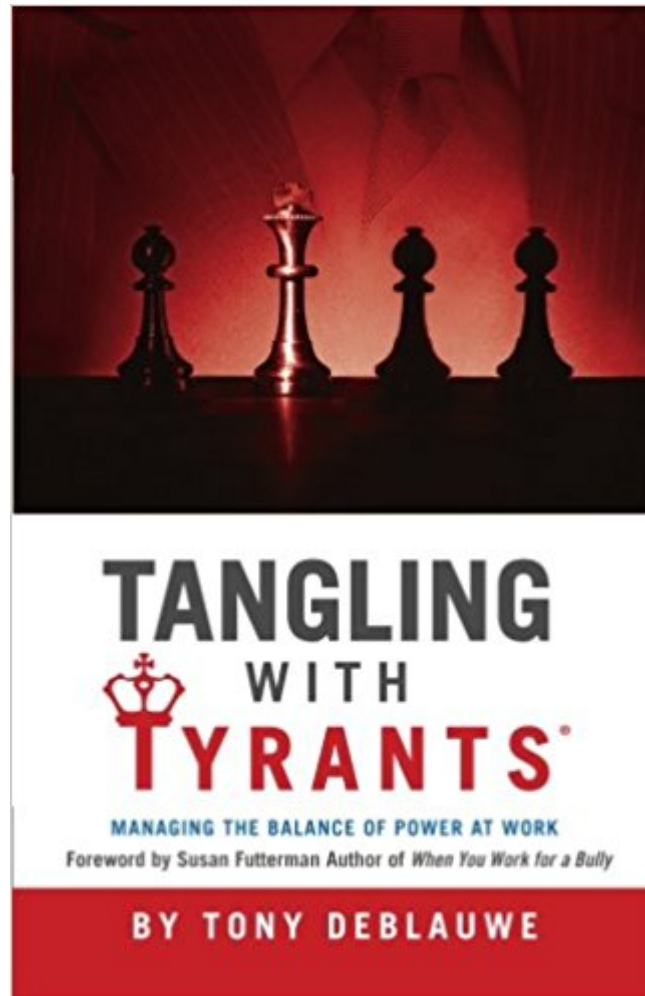




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Tangling With Tyrants: Managing The Balance Of Power At Work



Synopsis

2009 Winner Readers Favorite Book Award 2010 Winner Rebecca's Reads Literary Award 2010 Winner Reader Views Literary Award 2010 Winner Axiom Business Book Award "Tony Deblauwe's approach to dealing with an abrasive, domineering boss is both insightful and inspired." -LAURA CRASHAW, author of Taming The Abrasive Manager "Tangling with Tyrants offers hope and alternatives for people who may think quitting is the only option for dealing with a bad boss." - FOREWORD MAGAZINE "This book is a terrific and practical guide to dealing with bosses, and demonstrates a remarkable talent by Deblauwe to understand where key elements of power are focused in the workplace." - BOOKREVIEW.COM "Tangling with Tyrants identifies and explains dysfunctional relationship roles, what behaviors will adversely affect an employee, and actually changing the relationship dynamics with enduring, practical, applicable solutions." - MIDWEST BOOK REVIEW BOOK SUMMARY Do you dread going to work because of your boss? Quitting isn't always an option and feeling like a victim of a bad boss only robs you of productivity, job satisfaction, and power. Career strategist and workplace expert Tony Deblauwe has spent years coaching employees how to be more effective with difficult bosses, and he has compiled his experiences into this indispensable guide. *Tangling with Tyrants: Managing the Balance of Power at Work* offers practical techniques that show you how to build a communication process that will turn things around and help you build successful outcomes. You'll get guidance on addressing direct and indirect bad boss behaviors, developing the right approach, and achieving mutually beneficial outcomes. By applying the techniques in this book, you will be equipped with the right tools to handle your boss and create the results you want.

Book Information

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Customer Reviews

Tony Deblauwe, the author of this book, has an interesting take on working with difficult bosses. His book is not so much centered on bullies as is the wonderful, comprehensive book by Gary and Ruth Namie but rather, Tony seems to speak from the side that the relationship with your boss is "fixable." If that is the case, then by all means, read this book! He is very practical and his working in/around HR lends his perspective added depth. I like the way he ends each chapter with an exercise. This book is a fairly quick read, and I found myself understanding effective communication better. For some reason, Tony's discussion on treating irate/difficult bosses like customers clicked for me. I just "got it." This book made me want to branch out into a study on effectively communicating. For those who are being severely bullied and who do not believe their situation can be fixed, I would suggest *The Bully at Work* by Gary and Ruth Namie. Otherwise, this book on tyrants does offer practical and helpful advice on establishing better lines of communication, and that information can be used across the board with probably every person you encounter in life.

As I started reading "Tangling with Tyrants" I became aware of the magnitude the condescending and bullying bosses had on me. I just thought this was the way the work force was. So I built a thick skin to survive. Reading this book opened my eyes to what was really happening and how my reactions and inability to have my own power in the situation effected everything. We all have had similar situations.....This Book takes you on a ride of fully capturing and dismantles the bad situations - Giving you a picture of the impact of having these bosses on your future professional development. Then BAM - Tony rocks your world with a new turn and flips on how to transform an unbearable situation into a growth opportunity - where you are in control, free and powerful - while being calm and clear. Then you can really come from choice. Not leaving a job angry and resentful - but with freedom and gratitude. THIS Book Is Brilliant, easy to read and absorb. Giving you immediate tools to break the blocks that have been there for years. FOR BOSSES and Managers - THIS Book will make your life so much easier and successful (10-fold). "Tangling with Tyrants" - has the capacity to majorly shift work environments - creating more productivity and enjoyment - and Releasing unlimited creativity and passion. Racheal

I found Tony's description of Tyrant bosses to be invaluable in understanding and detecting

behaviors and change of behaviors of Tyrants. Tyrants don't always have to be mean or abusive. They can also be very professional and sophisticated, but the end results are the same. Your value as a contributing employee or member of the team is reduced to minimal or zero. The ways of the tyrants are similar whether they are mean and abusive, or a smooth talker. I thoroughly appreciate the instructional exercise approach. I also found the companion workbook very helpful. When I first purchased the book, I immediately found Exercise# 2, Tyrant Triggers, Pg 21 to be very useful in identifying Tyrant boss's abusive patterns. Both the book and workbook contain numerous invaluable exercises and guides to understanding and dealing with Tyrant bosses. Sometimes, you just need to accept you have done nothing wrong, but unfortunately have to tangle with a tyrant boss. Tony's book helps you to understand what is happening, and ways to deal with a difficult situation.

I was barely in my new job for a month before I got a blast of hot air from my boss. Of course, the door was wide open so every knew that I had been hosed. Thankfully, it was on a Friday so I had the whole weekend to stew over it. I ordered this book and had it on Monday. By Tuesday, I had done a complete 180 degree shift in my thinking that paid off well during the week. I think the area of the book that could have used a little more development was actually giving more specific suggestions of things that might be said to diffuse a specific situation. The author's use of case studies should have provided some guidance or suggestions on how those situations might be diffused. Great book for making that shift in thinking!

What I find fascinating about the framework that Tony provided is that it is practical and applicable to some of the most pressing issues in the workplace. While everyone is busy with management and leadership issues, Tony's bottom-up approach sheds a whole new light about the challenges that the workforce can face when having to deal with incompetent and unaware bosses. Most importantly Tony succeeded in packaging a solid set of principles and implementation details to show employees how they can step back, strategize, and turn things around. But this is not only for employees, I believe it is just as useful for the HR professionals who have to coach employees and resolve issues relating to "tyrant" bosses, and it is a great resource for managers who want to be more aware and not somehow unknowingly fall into the "tyrant" category. Highly recommended!

This book is the first one I've read on my bully boss that had reasonable suggestions. Clearly, confronting a true bully or tyrant is NOT healthy for your employment. Tony gives you a new

perspective to use and it's made all the difference to me. I don't come home crying or depressed any more, thanks to this book. Other books may have said much the same thing, but the way he phrases things and the way he has so much empathy for the struggling employee is fantastic! THANK YOU SO MUCH TONY!

Not satisfied

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