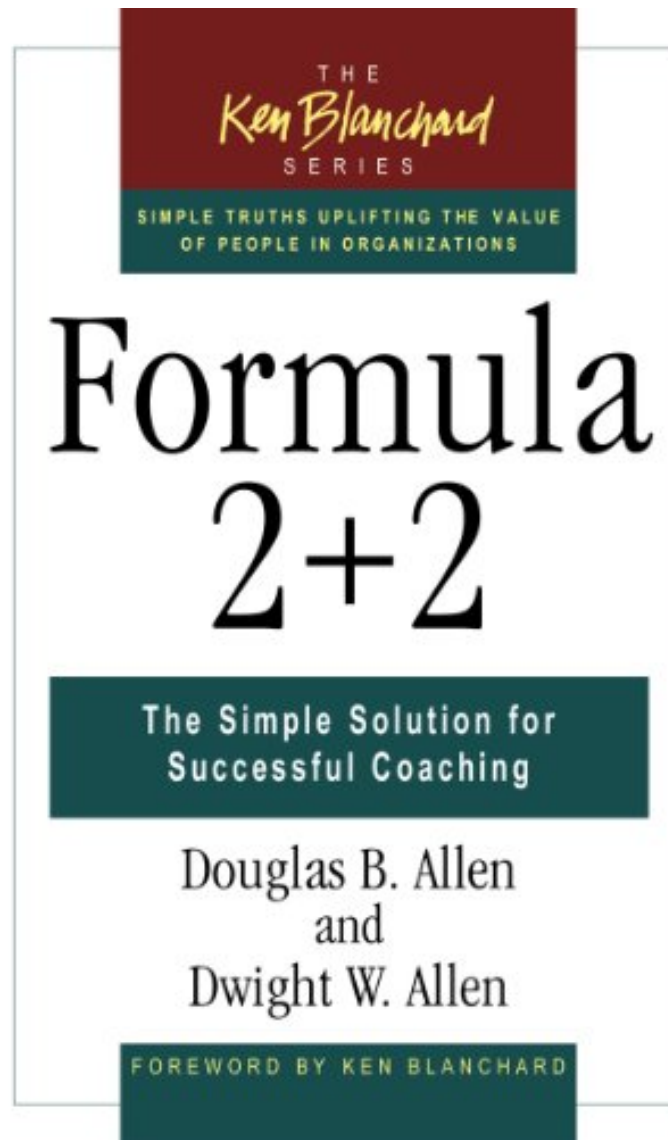


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Formula 2 + 2: The Simple Solution for Successful Coaching (The Ken Blanchard Series)

Douglas B Allen, Dwight W Allen
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Douglas B Allen, Dwight W Allen : Formula 2 + 2: The Simple Solution for Successful Coaching (The Ken Blanchard Series) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Formula 2 + 2: The Simple Solution for Successful Coaching (The Ken Blanchard Series):

0 of 0 people found the following review helpful. Great quick read on coaching employees! By Gina FI purchased this book initially as I was looking for books on coaching and being part of the Ken Blanchard series I knew what type of book to expect. My expectations were not only met but exceeded!. I have since recommended this book to several

other people and groups at work and they have all given me the same feedback - "Thanks for recommending this book, I will be using the information. Not only have I read it once but I have reread several parts." This is not another one of the coaching books that says do this or that. It is in a story format and not only does it show you how giving employees praise along with coaching for items it shows how it can fail and what to do to make it work. 0 of 0 people found the following review helpful. Formula 2 + 2: The Simple Solution ...By Raymond D. Engstrand This is not Ken Blanchard, It is Douglas Allen. It arrived on time. 3 of 3 people found the following review helpful. Good read By Naomi Money penny This excellent and fast reading book, written by a father and son team, contains some great advice for coaching employees and giving feedback that's really useful. If you, like many managers, dread doing performance reviews and put off difficult conversations until the last possible minute, you'll find some salvation in Formula 2+2. In some ways the framework presented is simple and intuitive, but takes some work in practice. The book is written as a business fable. Seems we are all learning more from stories than ever. The tale begins with an introverted manager Pauline, and her staff who are responsible for sales at their organization. Pauline has the usual duties of a manager, with all the bureaucracy and effort that entails. Managing her staff, Pauline doesn't realize how some run-of-the-mill activities as part of the standard corporate performance management process, actually cause employee dissatisfaction and discord. Meeting an outside mentor, Pauline learns how to apply 'balance, timeliness, focus, specificity and follow-up' as key elements of success in giving feedback. A simply written, short and succinct text is complemented by interesting pull-out quotes, such as "feedback should be as much of a celebration of success as it is a correction of problems" and "whenever performance appraisals result in surprise, the manager has failed". While 2+2 may take some time to get right, it appears to be an excellent tool that the Allens have developed to help overcome one of the biggest issues managers have with their staff - communication.

The latest volume in Berrett-Koehler's Ken Blanchard Series Includes a foreword by Ken Blanchard, an introduction by Bill Cosby, and a mid-book message from lunar astronaut Buzz Aldrin Offers managers a simple system that will increase their effectiveness and improve employee morale and productivity Written in the accessible and compelling Blanchard storytelling style In today's fast-paced and rapidly changing business environment, frequent feedback and "course correction" is absolutely vital. But about the only time most managers offer employees feedback is during scheduled (and generally infrequent) performance appraisals, which tend to be stiff, formal, and-whether intentionally or not-adversarial, and therefore ineffective. Formula 2+2 offers a simple yet powerful approach to revolutionizing feedback conversations. It details the five secrets of effective feedback: making it timely, balanced between compliments and critiques, focused on high priority areas, supported with specific examples, and reinforced with appropriate follow-up. The book tracks the transformation of Pauline, a strong but traditional leader whose attempts at coaching and feedback are failing miserably. An old friend introduces her to Formula 2+2 and walks her through the five secrets of effectively implementing 2+2 feedback. Pauline discovers that providing feedback is not a necessary evil, but can become a welcome part of the manager's job. Formula 2+2 shows how to foster a culture of continuous feedback which increases the effectiveness of the manager, protects the spirit and dignity of employees, and provides a systematic approach to reinforcing and improving employee performance.

"2+2 is a revolutionary approach to performance appraisal that provides a key building block for leaders to be effective coaches." -- Noel M. Tichy, coauthor of the bestselling *The Leadership Engine* and *The Cycle of Leadership* "Formula 2+2 shows managers and employees alike how to balance encouragement with suggestions for improvement ." -- Jack Canfield, coauthor of *Chicken Soup for the Soul* "If you think managing and evaluating employees is frustrating, time-consuming, and exhausting, then read this book-right now!" -- Dorothy Marcic, faculty member at Vanderbilt University and author of *Managing with the Wisdom of Love* "Read this book. Practice the concepts presented. I guarantee it will make a difference in the way your organization operates." -- Ken Blanchard, coauthor *The One Minute Manager* "The 2+2 system allows managers to address positive and negative aspects of performance, encouraging feedback with a constructive spirit." -- Xu Erming, Dean, School of Business, Renmin University of China, Beijing About the Author Dwight W. Allen, Ed.D., is the Eminent Professor of Educational Reform at Old Dominion University in Norfolk Virginia. He received his A.B. (with Distinction) in history, with honors in Humanities, from Stanford University in Palo Alto, California. He continued at Stanford and completed both his M.A. and his Ed.D. in Education. Dwight is also heavily involved in global concerns and for more than 10 years served as the International Technical Advisor for the United Nations Development Program in China as well as a consultant to the Department of Defense Dependent Schools in Germany. He also serves or has served as a consultant for schools and universities in Zimbabwe, Botswana, Zambia, India, South Africa, Israel, Uganda, Malawi and Greece. He is the co-author (with his son, Douglas B. Allen, Ph.D.) of a companion volume to "Making the 2 + 2 Performance Appraisal Connection" that is being developed based upon the application of the 2 + 2 model in the corporate sector. He is also the co-author of "AMERICAN EDUCATION: The 100 Billion Dollar Challenge, " (with Bill Cosby, Ph.D.) which was "ePublished" by Time Warner in 2000, and was named one of six non-fiction finalists in the International eBook Awards. In 2002, Dwight was named University Teacher of the Year by the State Council for Higher Education

in Virginia in 2001, and the University of Massachusetts, Amherst, has honored him by establishing the Dwight W. Allen professorship of Educational Policy and Reform, also in 2001. Dwight is known as a leading proponent of reformed educational systems for the future, and has written literally scores of influential papers and magazine articles on all aspects of the topic. He is an in-demand speaker and has delivered hundreds of lectures on national and international platforms. He has been the recipient of numerous grants for studies of educational systems.