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leadership Managers do the same thing in industry, as ministers do in states and at the centre, ie, they have to plan, forecast, direct and control their personnel Here success lies in running together, hand in hand Managers are the captains of the army of their followers

2 Management process, roles, behaviour and skills

20 Chapter 2 • Management process, roles, behaviour and skills Looking at daily behaviour, Kotter found the following patterns Managers spend a lot of time with others in face-to-face contact, especially those at their level and external stakeholders (eg customers, suppliers, consultants, etc)

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agement, and another book entitled Real Managers is the result of a four-year research study that observed managers in their natural settings International Management, coauthored with the late Richard Hodgetts and Jonathon Doh, also published by McGraw-Hill, is in its seventh edition He also has two recent books, The High Impact Leader (with

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