

Review of The One thing you need to Know about Great Managing, Great Leading and Sustained Individual Success.

Author Marcus Buckingham

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Innovation: 4 stars

Content – 4 stars

Clarity – 4 stars

Recommendation – 4 stars

Value for money - 4 stars

At the beginning of his book Marcus Buckingham relates a story about the film City Slickers that teases the viewer with the revelation of the secret of life – and leaves you with “That’s what you’ve got to figure out”. Well, Marcus Buckingham doesn’t want to disappoint you so he does reveal his three ‘One things’ that you need to do to excel in managing, leading and finding personal success. Only I’m not going to tell you what they are; you need to read the book for yourself!

The book begins with some things you need to know about why one particular insight can be useful and a set of tests to determine whether an insight is the ‘controlling insight’ or just one useful tool amongst others.

Then the book splits into 2 sections; part one about organisational success covers managing and leading and makes some useful distinctions between them. Marcus Buckingham spent many years working for Gallup researching leaders, managers and the workplace and his knowledge in this area is huge. The section includes some very illuminating stories to illustrate the points made – my only disappointment was that they are mainly American and it would have been good to read more British examples too.

The 2nd section covers sustained individual success. People in this category are called the ‘twenty percenters’ – those people who “by dint of their ability, hard work, persistence, contacts and yes, some measure of good fortune, manage to experience extraordinary, repeated, and sustained success.” Buckingham suggests some contenders for the ‘One thing’ and discusses where they fall down before revealing his ‘One thing’. There is an interesting focus on how our brains are wired and our genetic makeup and how we can work with them for success.

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It's a well written, very easy to read book that provides lots of food for thought – he even throws in the secret of a happy marriage as a bonus. It is so easy to read that you are in danger of missing the full impact of the things he says, so I think it needs reading at least twice to get the full story, and then you can start doing 'The One Thing'.