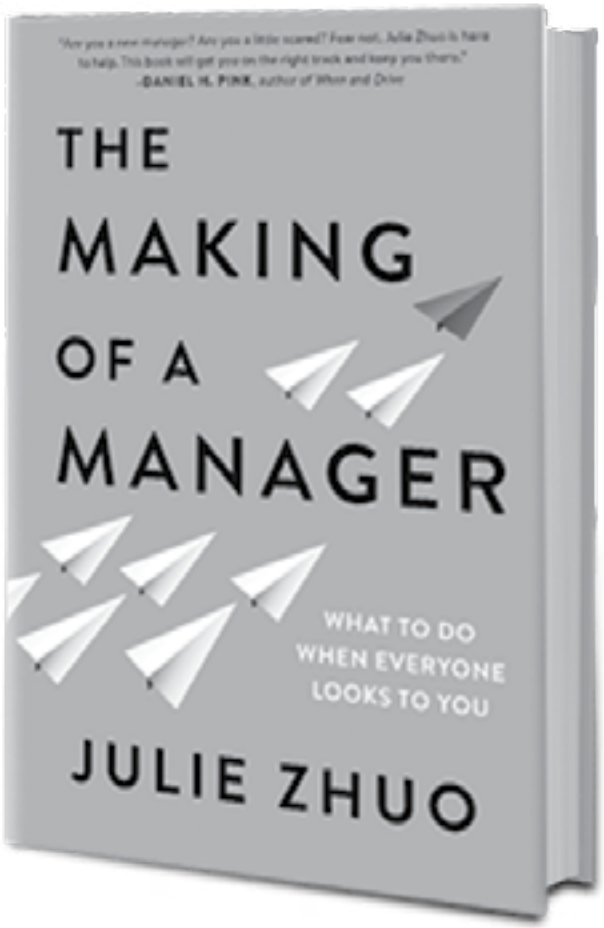
Book Review

THE MAKING OF A MANAGER

by Julie Zhuo

Published by: Virgin Books, London
Edition 2019,
Pages: 288
Language: English
ISBN-10 : 0753552892
ISBN-13 : 978-0753552896



About the Author

Julie Zhuo is Facebook's Vice President of Product Design. She manages a team of hundreds of professionals who are responsible for building the better user experience that over two billion people view when they tap the blue Facebook icon on their phones. Zhuo, on the other hand, was not always at the helm of a world-renowned institution. She began as an intern at Facebook and was promoted to her first managerial role at the age of 25.

With nearly ten years of management experience under her belt, Zhuo wishes to empower managers all across the world and help them understand that most managers (from sales to engineering) go through similar situations. This is why she wrote the book "The Making of a Manager: What to Do When Everyone Looks to You, in which she provides practical guidance, accessible tales, questions, and activities for modern managers wishing to better their leadership skills. In her book, Zhuo quoted, "excellent managers are made, not born."

Appreciation and Critique

I am happy to share the top lessons I learned from Zhuo's The Making of a Manager, which was just released. If you are a manager or plan to be one soon, here are three things you should be aware of:

1. Big Ideas

- A manager's role is to construct a cohesive team, assist individuals in achieving their professional goals, and develop systems to ensure that work is completed easily and efficiently.
- A manager is a distinct role. The ability to guide and influence others is referred to as leadership. While the function of a manager can be given to (or taken away from) someone, leadership cannot be bestowed. It needs to be earned. People must be interested in following you.
- Being a successful manager is a highly personal journey, and if you don't have a solid hold on yourself, you won't be able to help your team effectively.

2. Managers role and his perspective

your primary job is to listen, ask questions, and learn. Also, It can be tough to create a new relationship with old coworkers after being promoted within your organization. However, you shouldn't refrain from discussing your priorities and professional ambitions with your coworkers or finding out what qualities they value in a manager. The uneasiness will ultimately go away if you conceive of yourself as a coach and your direct reports see that your major objective is to assist them in reaching their goals.

3. The Take Away

Julie Zhuo provides insightful information regarding the necessity for managers to make significant personal skill investments in The Making of a Manager. knowledge of one's abilities, values, comfort zones, blind spots, and prejudices.

The writing style of this book is what I appreciated the most; Julie's voice was genuine and conversational throughout. She comes across as quite realistic in her advice and modest when disclosing her managerial mistakes or shortcomings.

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