

MANAGING PEOPLE

# What Effective General Managers Really Do

by John P. Kotter

FROM THE MARCH-APRIL 1999 ISSUE

Here is a description of a typical day in the life of a successful executive, in this case the president of an investment management firm.

7:35a.m. Michael Richardson arrives at work after a short commute, unpacks his briefcase, gets some coffee, and begins a to-do list for the day.

7:40 Jerry Bradshaw arrives at his office, which is right next to Richardson's. One of Bradshaw's duties is to act as an assistant to Richardson.

7:45 Bradshaw and Richardson converse about a number of topics. Richardson shows Bradshaw some pictures he recently took at his summer home.

8:00 They talk about a schedule and priorities for the day. In the process, they touch on a dozen different subjects relating to customers and employees.

8:20 Frank Wilson, another subordinate, drops in. He asks a few questions about a personnel problem and then joins in the ongoing discussion, which is straightforward, rapid, and occasionally punctuated with humor.

## **What Effective General Managers Really Do**

**Bryan Smith, Bob Dodds** 

#### **What Effective General Managers Really Do:**

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