Management as we know it has been the driver of business growth in U.S. economies for a couple of centuries. Yet the practice of management is no longer focused on creating real value. Instead, it is now all about using sophisticated financial techniques and practices like outsourcing and downsizing, among others—to improve profitability. Such addition through subtraction results in higher profits in the short term but puts the corporation and its employees at risk in the long term—not to mention the entire U.S. economy. Innovation and productivity improvement, corporate manager Jack Buffington argues, are lost arts in American business. So is getting back to basics the answer? Buffington’s provocative thesis: Management as we know it probably can’t be repaired. It must be replaced.

Asian economies, meanwhile, are growing by leaps and bounds thanks in part to short-term, ill-advised decisions made by U.S. managers. Local companies and divisions of multinational organizations in emerging countries are on track to eventually overtake those of the West, putting our job base and prosperity at peril. If we want to bring manufacturing jobs back here to the U.S., corporate managers must seek productivity and innovation improvements in U.S. operations.

Jack Buffington knows all too well how quickly things can go downhill for U.S. businesses. Turned into a relentless cost-cutter by the forces of globalization and Wall Street’s expectations for short-term gains, he—like thousands of other U.S. executives—has watched some of the companies he worked for disappear for want of real value. Whereas America once prized managers who displayed skill in optimizing the interplay of capital,
labor, and technology to grow a company, today's professional manager is rewarded more often for being a cost cutter than an innovator.

Fortunately, this book not only outlines the problem, it outlines the solution as well by establishing a 21st-century definition of management that will succeed in today's global economy. Rather than angling to produce a penny more of earnings per share to please the financiers, corporate managers will see once again how to use their ingenuity to produce products, services, and business processes that not only provide generous profits but sustain a business—and its jobs—for years to come. By heeding Buffington's call, the U.S. can rekindle its zeal for innovation, leading to an era in which consumers, workers, investors, and managers all prosper.

My Personal Review:
This book tells the dirty little secret of why America business is in such dire straits. Deming warned us exactly what would happen if we kept going down the very path Jack Buffington describes so accurately in this book. Unfortunately there are only a few American managers with the knowledge and courage required to resist Neo-Taylorism advocated by the financial types that run companies into the ground while filling their own pockets. Buffington is one of the few managers left that understands that Deming was creating a new theory and philosophy of management to supplant the command and control and numbers games being played by financial people. They learned how to make the numbers look good for Wall Street but could care less about what they were doing to the company. The managers left in today's aftermath know nothing about how to run a business to create value and satisfy customers. Although I found Jack Buffington's writing style maybe a little too academic the story he tells is just too compelling to ignore. He got it right and the rest of American managers are wrong. Not a comfortable spot to be in, it's about the same as a person on a sinking ship that knows how to save everyone yet no one will listen to his solution. This book should be required reading for every single manager and business student in the U.S. and they should then sign a manifesto to practice what Buffington recommends. (They should also read everything they can about Dr. Deming and his business theory/philosophy.) Our only hope is to get this movement going as quickly as possible or we will continue to pay the consequences of the really bad management choices we have been making for the last fifty years. Perhaps Buffington is the new Guru of modern management theory. At the very least he is one very smart dude!

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The Death of Management: Restoring Value to the U.S. Economy by Jack Buffington - 5 Star Customer Reviews and Lowest Price!