



From the Business Section
By Dan Beaulieu

Leadership Sopranos Style
How to become a more effective boss
By Deborrah Himself

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So who is a better boss than Tony Soprano? Who is able to get more done than he can? Have you ever come across a better motivator? You've got to admit, this guy know how to get things done. He knows how to get people to do things for him, and pronto!

Sure this book has a humorous side, sure author Himself has her tongue in her cheek, but only some of the time. The rest of the time she is deadly serious about using this well-known family man as a role model for becoming a truly effective boss.

If you know who Tony Soprano is, then you've got to admit that:

- He is an excellent communicator, he leaves his guys no doubt about where he stands and what he wants from them.
- He has a very specific goal: to make s—t-loads of money.
- He leaves no doubt as to whose in charge, whose the boss: His organization is very clear, very well laid out and very structured.
- He has no problem coaching his Poobahs and Goumbas: that's staff top the rest of us.

- He has no trouble giving or listening to feedback, although it is debatable which is worse, to give or to receive.
- He is compassionate when time and the situation are right.

Using many stimulating and thought provoking examples from the hit HBO series *Himself* applies all facets of Tony's managerial style to lessons that can be used by all of us. In one chapter she lays out the mechanics of a sit-down and uses it as a great guide for holding effective business meetings where you will actually get things done. Because one thing is clear these guys get things done at sit-downs!

And talk about trust? We should be so lucky as have members of our organizations who would have the trust for one another that Tony and his boys have. The same applies, of course to loyalty, that our firm's members should be so loyal!

Hey if you're going to read a business book this month, you might as well have fun while you learn and this is the best way to have some fun that I know of. And let's face it, these m lessons are truly and effectively unforgettable.

Here are a few of "Tony's AHA's!"

Tony's Structural Aha!

Don't get too fancy with the way your organize things and make sure your structure is as flexible as a Bada Bing! Dancer's muscles.

Tony's Strategic AHA!

Go for the money, but stick to your guns.

And finally this gem.

Tony's Communication AHA!

Sometimes you gotta use the stick, sometimes you gotta use the carrot, but you always gotta know which is which.

So if you want to be as effective a boss as Tony; as aggressive as Christopher; as man as Paulie and as cunning as Sylvio, you'd better pick this one up and read it now, right now! Capiche?

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