

Book Review: Organizational Psychology for Managers by Stephen Balzac

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I had the privilege of meeting Stephen Balzac at the 2011 International Computer Measurement Group (CMG) Conference. He was one of our keynote speakers at the Conference that year. His presentation was amazing. It was the first presentation I had seen at our Conference in which the speaker not only gave a non-technical presentation that left the audience captivated and hungry for more, but he did it without using PowerPoint, or other visuals and simply with the strength of the story and his oratory skills. As Director of CMG Publications I asked him to contribute some articles for our publications. He has been doing so now for two years and is one of our most popular authors. I was thrilled to learn Steve was having a book, *Organizational Psychology for Managers*, published, and was honored when he asked me to read it and for my opinion.

This book is about understanding and building the skills necessary to create a world class organization. It is about building the organizational mindset to perceive success before you reach it so that you can take the actions you need to take without constantly second-guessing yourself. And it is about not being distracted by illusions along the way.

Organizational Psychology for Managers identifies a framework and offers key methodologies managers need to define behavioral tendencies and navigate complex organizational systems. Each chapter takes a high-level view of a particular aspect of organizational psychology, focusing on elements that shape companies and drive operational efficiency. Senior-level managers and C-Suite executives will benefit from the strategies presented in this book as they clearly indicate how to understand and leverage the psychological underpinnings of any corporate environment.

The book itself is twelve chapters covering a wide range of organizational development, leadership, and management topics ranging from hiring and team development, motivation and loyalty, training and development, to successful mindset development.

Organizational Psychology for Managers is phenomenal. Just as his talks at conferences are captivating to his audience, Steve's book will captivate his readers. In my opinion, this book should be required reading in MBA programs, military leadership courses, and needs to be on the bookshelf of every Fortune 1000 VP of Human Resources. *Organizational Psychology for Managers* is available at Amazon.com and I highly recommend it.