

# [PDF] Get Rid Of The Performance Review!: How Companies Can Stop Intimidating, Start Managing--and Focus On What Really Matters

Samuel A. Culbert, Lawrence Rout - pdf download free book

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### Description:

**From Publishers Weekly** With clear, straightforward (and sometimes profane) language, Culbert (Beyond Bullsh\*t) outlines his strategy for creating a "dynamic setting where employees joyfully live up to their potential." Culbert attacks the review process as "self-serving, biased opinion cloaked in a

numerical package of claimed objectivity and stated as essential to organizational results." After examining the archaic system with humor and precision, Culbert outlines the shift in mindset that he feels will be necessary to create a more productive working climate. He illustrates his ideas with narratives from his own experience, first-hand tales of woe from stakeholders in the review process, and useful analogies. In addition to advocating for the end of the performance review currently in use, Culbert assails the idea of pay for performance, using humor and insight to outline win-win strategies for managers, decision makers, and even rank and file employees.

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**About the Author Samuel A. Culbert** is Professor of Management at UCLA Anderson School of Management. He is the recipient of the American Association of Publishers Best Management Book of the Year award and the Harvard Business Review McKinsey Award.

**Larry Rout** is an editor at the Wall Street Journal.

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