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would be perfect. They
would do exactly what
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them to do it - except,
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would cook up on their own...Back to reality.

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Erika Andersen makes brilliant use of a number of horticultural metaphors when explaining "how to turn ordinary people into extraordinary performers": gardeners (i.e. effective managers), fertile soil,

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(i.e. a pleasant and supportive workplace), nutrients (i.e. constructive criticism, encouragement, recognition), and seeds (i.e. high potential workers with sound character and strong self-motivation).

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come.

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employees who are
consistently poor at
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often have the ability
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it's somehow your fault they're not succeeding." — Erika Andersen, *Growing Great Employees: Turning Ordinary People into Extraordinary Performers* Erika Andersen 1 likes

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Performers. by Erika Andersen. Reviewed by Beverly Feldt. Say you're a manager. The people who report to you are pretty good, but...

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In her new book
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2007), Andersen uses gardening as a metaphor for successful management, explaining why becoming a skilled people manager is worth the investment of effort and resources, and how managers can develop the skills they need to grow great employees.

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limitations—both actual and imagined—and struggling up to the freedom and enjoyment of real skill.

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Growing great employees : turning ordinary people into extraordinary performers. [Erika Andersen] -- In

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way,' says Erika

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Andersen, author of the new book *Growing Great Employees: Turning Ordinary People into Extraordinary Performers* (January 2, 2007, Portfolio, Hardcover).

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