**Questions and Answers for Wally Bock**

**Become a Better Boss One Tip at a Time**

Q: Why should someone buy Become a Better Boss One Tip at a Time?

A: This book has 347 tips for how to do a better job as a boss. They’re simple and they’re field-tested.

Q: Who should buy this book?

A: This book is specifically for men and women who are responsible for the care and performance of a group. Sometimes that’s a permanent position with a title like “Team Leader” or “Supervisor” or “Crew Chief” or “Manager.” Sometimes it’s a temporary situation like a project manager. If you’ve got the job, this book is for you.

Q: Why do you use the term “boss?” Many people don’t like that term.

A: I define a boss as a person who is responsible for the care and performance of a group. There are lots of people who exercise leadership without position, but the boss has the position and therefore no place to hide. He or she is responsible all the time and in every situation.

Q: What about people who aspire to leadership? Should they buy the book?

Probably not. This is for folks who’ve got the job. I think there’s valuable stuff here for anyone, especially on personal development and difficult conversations, but I wrote it for working bosses.

Q: Ok, then, what about top management? Can a C-Suite executive get something from this book?

I give that a qualified “yes.” Most people who’ve climbed up the org chart have developed their own pet ways of doing things. So, they might use the book as a refresher on the basics. They might also find that some of the tips challenge their usual way of doing business. That can help them rethink some of the things they do.

Q: What’s in the book?

A: There’s an introduction that summarizes what I’ve learned about being an effective boss over the decades I’ve been practicing, researching, teaching, and coaching. It should take about five minutes to read.

There are 347 total tips. Twenty-eight of them are about personal development. Eighteen are for specific situations. The rest are about everything else a boss does, things like making meetings more effective, working with your boss, having performance conversations, problem solving, and more.

This is all field-tested stuff. I’ve learned from studying working bosses and picking up ideas. I’ve tried them out. I’ve suggested them to other bosses and gotten feedback and some of those bosses told me about things that worked for them.

Q: Why tips?

A: I think that development is about getting a little bit better every day. Tips make that easy. You can pick something to work on today and something else tomorrow. Or you can zero in on a subject, like better performance management, and use tips to guide your learning. If you’re in a tight spot, you can get some ideas that may help. And, certainly, if you’re participating in a training program or getting some coaching, you can use some tips to make that experience more potent.

Q: How do you hope people use Become a Better Boss One Tip at a Time?

A: I can think of several ways. They can use the index and search function to find tips for a specific situation they’re facing. They can look at a different tip every day or pick a tip or group of tips to work on for a week or a month. They can browse the tips and pick something to try. I know one thing for sure. Readers will figure out ways to use this book that I can’t imagine. The bottom line for me is that if you’re serious about doing a better job as a boss, this book should help.

Q: How can readers get a copy of Become a Better Boss One Tip at a Time?

A: Become a Better Boss One Tip at a Time costs $9.99 (that’s less than 3 cents per tip). There are two bonuses that you get free. One is a Forms Packet with several forms that will help you sort out problems, keep records, and improve your performance conversations with teammates. And, I love this, there’s a collection of tips from Leadership Experts like you. There’s more than twenty of them, and you won’t find the collection anywhere else.

http://www.threestarleadership.com/about-three-star-leadership/become-a-better-boss-one-tip-at-a-time