PM World *Journal*
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Book Review

It's All About the People
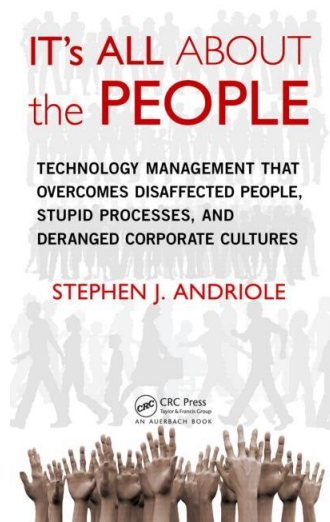Author: Stephen J. Andriole
Reviewer: Arvind Tripathi

PM WORLD BOOK REVIEW

Book Title: *It's All About the People: Technology Management that Overcomes Disaffected People, Stupid Processes and Deranged Corporate Cultures*

Author: **Stephen J. Andriole**

Publisher: **CRC Press, Taylor & Francis Group**

List Price: US$ 57.55; $52.46 in Kindle edition

Format: Hard cover; 209 pages

Publication Date: 2012   ISBN: 978-1-4398-7658-9

Reviewer: **Arvind Tripathi,** PMP, MBB

Review Date: December 2014

Introduction

According to the author "cost-effective technology management is much more about people, personal relationships, and corporate culture than it is about the technology itself or management best practices"

Overview of Book's Structure

Chapter 1 looks at all of the people in our professional lives. Insights in this chapter are usually negative.

Chapter 2 is about organizational politics, among other reporting, governance, and power realities. This chapter also does not paint a rosy picture of the future of organizations but emphasizes the need to change.

Chapter 3 looks at new management best practices, given constraints of people, process, and cultures.

Chapter 4 explores outsourcing and cloud computing. According to the author, the new technology delivery models represent the greatest opportunity to save and make money with technology in a long time.

The final chapter suggests what to do tomorrow. It is a summary of all previous chapters and the strong views the author has about almost everything. In addition the book also has an Epilogue that once again repeats the same message over and over again.

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Highlights: What I liked!

This book does show the knowledge and experience the author seems to have in this field. It uses a dry sense of humor that some readers may enjoy. But others may find this author too cynical.

Book has a few graphics and templates demonstrating some major points the author makes in the book. This breaks the monotony of just reading the text.

Who might benefit from the Book?

This book may be helpful to any leader that may have role in IT technology transition & management for any industry.

Conclusion

Mr. Andriole wants us not to worry about PCs, servers, networks, or digital rights management. Author emphasizes the importance of people, processes, culture and organizations at multiple points in the book and the book does provide some of the specifics of how to make a successful technology transformation for an organization.
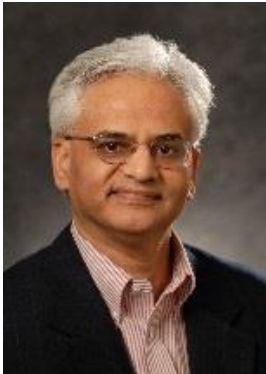

For more about the book, go to http://www.crcpress.com/product/isbn/9781439876589

Editor's note: This book review was the result of cooperation between the publisher, PM World and the Dallas Chapter of the Project Management Institute (PMI Dallas Chapter – www.pmidallas.org). Publishers provide the books to PM World; books are delivered to the PMI Dallas Chapter, where they are offered free to PMI members to review; book reviews are published in the PM World Journal and PM World Library. Reviewers can keep the books and claim PDUs for PMP recertification. PMI Dallas Chapter members are generally mid-career professionals, the audience for most project management books.

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About the Reviewer

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Texas, USA

Arvind Tripathi is a Lean Six Sigma Master Black Belt & Continuous Improvement Coach at Flowserve in Dallas, Texas. He is a Project Management Professional (PMP), Lean & Six Sigma Master Black Belt (MBB), and a Certified Manager for Quality & Organizational Excellence (CMQ/OE) from American Society for Quality (ASQ) with 20+ years of professional experience in project and program management.

Arvind has delivered impressive business results in Aerospace, Automotive, Chemicals, Management consulting, Oil & Gas, Technology and Service industries. He has an MBA in Finance from Wichita State University, MS in Engineering Management from the University of Oklahoma and BS in Mechanical Engineering from India. He has been active in PMI, IIE, ASQ and is a past National Baldrige Examiner.

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