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Hiring & Firing
Author: Brian Tracy
Reviewer: Diana Romagnoli

PM WORLD BOOK REVIEW

Book Title: *Hiring & Firing*

Author: **Brian Tracy**

Publisher: AMACON books

List Price: $9.95   Format: hardcover, 112 pages

Publication Date: August 2016   ISBN: 9780814437513

Reviewer: **Diana Romagnoli, PMP**

Review Date: October 2016

Introduction

This book is about hiring and firing of employees in a business executive environment. It is written by a seasoned executive business professional we all admire.

Overview of Book's Structure

The book has a very approachable structure. It was an easy read; I read this book while on a business trip. I found the chapter set up and content presentation inviting the reader to approach the topics with ease and simplicity. The section headings within the chapters allow you to return to the subject and quickly find the topic you are searching for reference.

This matter is anything but easy and simple, however Brian Tracy gives the hiring manager the action items required throughout both processes to confirm a successful outcome at each engagement. We have used many of these points but the presentation of all of them together with personal examples of the employments and terminations brings the points closer to reality.

Highlights

The first highlight of the book was the transition the author made from hiring to firing. He addresses the importance of introducing the new employee to their position, responsibilities and expectations taking nothing for granted. Secondly, to improve performance continuously, we who are reading the book are in many circumstances employees subject to the hirings & firings the book covers. We must know how important this topic is personally. And lastly a highlight for me was zero-based thinking. I really enjoy critical thinking. It is key to future successes. Zero-based thinking is essential to taking a "course correction" for yourself or others on your team.

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Highlights: What I liked!

What I liked about the book was its application to the day-to-day business world. I believe anyone can read this book and quickly use the recommendations. I also liked the examples that give the reader proof of the process in action. I like the book so much that I would find it a great gift to colleagues and friends who may need the wisdom of a professional.

Who might benefit from the Book?

I see this book assisting the up and coming business manager with a simplified approach to a repetitious set of tasks that cannot be outsourced to human resources. They must be tackled openly and enthusiastically. The hiring manager must bring his team under this thinking so that the input provided in bringing on new employees or the need to let go of employees not working out is a serious and valuable endeavor.

Also this is a good book for the academic student learning the ins/outs of hiring & firing. They are not to be taken lightly and to do a good job in both requires expert instruction. In our business world the people you work with will come back through your life in one position or another so all HR transactions require genuine integrity. Brian Tracy brings this to the reader.

Conclusion

I have enjoyed the opportunity to read this book and provide my thoughts to the audience. I encourage you to pick it up, read it quickly and then reread it carefully there are many gems in the content that are well worth the exercise of using on your next hiring or firing.

For more about this book, go to:
http://www.amacombooks.org/book.cfm?isbn=9780814437513

Editor's note: This book review was the result of a partnership between the publisher, PM World and the PMI Dallas Chapter. Authors and 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. PMI Dallas Chapter members can keep the books as well as claim PDUs for PMP recertification when their reviews are published. Chapter members are generally mid-career professionals, the audience for most project management books. If you are an author or publisher of a project management-related book, and would like the book reviewed through this program, please contact editor@pmworldjournal.net.

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About the Reviewer

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Summary background: 30 years in the health care industry. Diana lives in Texas and works nationwide for a large enterprise health system based in Nashville, Tennessee, USA.