Don't Kill the Bosses!: Escaping the Hierarchy Trap

Samuel A Culbert, John Ullmen

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Don't Kill the Bosses! is a cool-headed blueprint for changing companies by challenging the idea of boss-dominated relationships. The book explores the critical flaw of the boss/subordinate relationship: Management fails to establish a framework for subordinates to communicate in a forthright manner, so subordinates spin the facts for their bosses.

The book identifies the culprit as one-sided accountability and shows the consequences: warped communication, corrupt internal politics, illusionary teamwork, and a pass-the-buck mentality. The proposed solution is surprisingly simple: Replace this particular hierarchical relationship -- without disposing of the organizational chart -- with an alternative model. The authors demonstrate how to establish candid, equal-footing relationships that allow organizations to work effectively and productively.

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