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done with internal as well as external stakeholders. Certainly, the managers ensure a favorable outcome in these negotiations.

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1990. The ten roles  
are: Figurehead.  
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You can use  
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model as a frame of  
reference when you're  
thinking about  
developing your own  
skills and knowledge.  
(This includes  
developing yourself in  
areas that you  
consciously or  
unconsciously shy  
away from.) First,

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examine how much time you currently spend on each role. Do you spend most of your day leading?

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Mintzberg, H. (1989)  
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Press. Mintzberg, H.  
(2004) Managers Not  
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Henry Mintzberg, understood this and organized the roles of management systematically in his 1990 book Mintzberg on Management: Inside our Strange World of Organizations.

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management, the author focuses on how companies work, challenging traditional assumptions from a grass roots point of view.

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Simon and Schuster;  
ISBN

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managers do in The  
'Nature of Managerial  
Work,' his landmark  
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