

Managing of a New Kind of Bucket List

CEO and nonprofit guru John Pearson unveils 20 critical core competency “buckets” every manager and leader must master to equip their best people

Los Angeles, Calif. – The U.S. economy is creating havoc, resulting in high risk business environments in boardrooms across the country. In addition, massive corporate cutbacks are leaving companies scrambling to keep their best people. Can smaller teams, younger managers and limited budgets and resources produce top results?



With 30 years of nonprofit CEO experience and 25 years leading three associations, John Pearson has created an innovative management system for every company, nonprofit or church. Pearson’s groundbreaking insight is revealed in *Mastering the Management Buckets: 20 Critical Competencies for Leading Your Business or Nonprofit* (Regal Books, June 2008).

Pearson has created a different kind of “bucket list,” to *prevent* the collapse and strengthen an organization. Each “bucket” represents a core competency in one of three arenas: *Cause, Community* and *Corporation*. Then, within each bucket, Pearson identifies two to six specific action steps to achieve the competency.

“Without a knowledge of all 20 competencies,” says Pearson, “You’ll fall victim to ‘I don’t know what I don’t know’ business-decision disasters.” While 20 buckets seems overwhelming, Pearson teaches that it’s the responsibility of the team—not an individual—to collectively master the core competencies to reach its maximum potential.

In *Mastering the Management Buckets*, Pearson provides helpful charts for illustration and application. He also offers “To-Do” lists at the end of each chapter for managers to develop an easy-to-implement plan. Pearson’s resource includes:

- Dissention in the office: Combining the four social styles and 34 personality strengths of your team (People Bucket)
- Creating a “Hoopla!” environment: When someone quits, they leave a manager, not a company (Hoopla Bucket)
- Affirming 5-10 “S.M.A.R.T.” annual goals for each employee: so people can self-assess their performances every day (Results Bucket)
- Disconnecting from the 24/7 Job: Leaving work and the expectations of the boss at the office (Team Bucket)
- Overcoming productivity obstacles: What to do when reports and meetings become a priority over results (Meetings and Operations Buckets)

With Pearson’s guiding, leaders will discover how to execute their organization’s vision, focus on results and lead from their strengths. *Mastering the Management Buckets* is part resource library, part filing system and part toolbox.

For more information on *Mastering the Management Buckets*, to complete the Management Buckets Self-Assessment, or sign up for Pearson’s Management Buckets Workshop or his Monday morning eNewsletter, *Your Weekly Staff Meeting*, visit www.ManagementBuckets.com.

Pearson's 20 Management Buckets

The Cause

The Results Bucket
The Customer Bucket
The Strategy Bucket
The Drucker Bucket
The Book Bucket
The Program Bucket

The Community

The People Bucket
The Culture Bucket
The Team Bucket
The *Hoopla!* Bucket
The Donor Bucket
The Volunteer Bucket
The Crisis Bucket

The Corporation

The Board Bucket
The Budget Bucket
The Delegation Bucket
The Operations Bucket
The Systems Bucket
The Printing Bucket
The Meetings Bucket

*Mastering the Management Buckets:
20 Critical Competencies for Leading Your Business or Nonprofit*
By John Pearson

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About John Pearson

Author of *Mastering the Management Buckets*

JOHN PEARSON is president of John Pearson Associates, Inc., a management consulting firm (www.JohnPearsonAssociates.com) based in San Clemente, Calif., that helps nonprofit organizations. Pearson is also president of CEO Dialogues, Inc. (www.CEODialogues.org), and is a partner with The Andringa Group (www.TheAndringaGroup.com), led by Bob Andringa, former president of the Council for Christian Colleges & Universities.

With 30 years of CEO experience, Pearson served 25 years leading three associations including Christian Management Association, Willow Creek Association, and Christian Camp and Conference Association.

Pearson is the author of *Mastering the Management Buckets: 20 Critical Competencies for Leading Your Business or Nonprofit* ([Regal Books](#), June 2008) and co-author of *Marketing Your Ministry: 10 Critical Principles*. Additional resources and recommended books are posted on his website at www.ManagementBuckets.com.

In addition to consulting with both nonprofit and for-profit clients, Pearson conducts frequent training workshops on his Management Buckets program and on nonprofit board governance. He has led more than 50 regional, national and international conferences, and facilitated dozens of day-long CEO Dialogue roundtables.

Pearson is generous in sharing his best practices, expertise, fund raising and board governance savvy, and his practical management systems. He has written more than 250 issues for various newsletters on management and ministry and more than 100 magazine columns on leadership and management ministry trends, including the Management Rules of Thumb series in the *Christian Management Report*. He is also the editor and publisher of the weekly eNewsletter *Your Weekly Staff Meeting*.

In 2006, Christian Management Association honored John as the first recipient of the Ted Engstrom Award. John served six years on the board of the Evangelical Council for Financial Accountability (ECFA), was a board member for Interdev, and recently served as a board member at Bakke Graduate University, Seattle, Wash.

Pearson is a graduate of Seattle Pacific University and Trinity Evangelical Divinity School. He and his wife, Joanne, have been married for 38 years and they've had the privilege of traveling and/or teaching leadership, management, and board governance in 20 countries. Their son Jason and his wife, Melinda, are the happy, but tired, parents of four, including triplet five-year-olds.

For an interview with John Pearson, contact Ben Laurro at Pure Publicity at ben@purepublicity.com or 818.753.4056

Suggested Questions for John Pearson

Author of *Mastering the Management Buckets*

1. How can managers and leaders utilize your method to achieve their vision?
 2. What areas do your principles apply to? Corporate? Non-profit? Ministry?
 3. Can one individual learn and apply all these principles mentioned in your book?
 4. You write that it's not IF a crisis (like a financial crises) will hit a company, it's WHEN. Isn't that pessimistic? How do companies prepare for crises?
 5. What should companies and ministries keep in mind when planning budgets?
 6. Why do you believe churches are unfairly criticized for NOT being more "business-like"?
 7. What are the four social styles, and how do they factor into a team's success?
 8. Explain the importance of creating "Hoopla!" in the work environment. What are some ideas that a department manager can implement?
 9. Why did you decide to write "The Drucker Bucket," the chapter on management guru Peter Drucker?
 10. It sounds like the three arenas of *Cause*, *Community* and *Corporation* are like a three-legged stool. Do companies lean toward one versus all three?
 11. What are some suggestions to break the workaholic syndrome? How do you leave the expectations of your boss at the office?
 12. What is the value of reports and meetings? Have they taken priority to company results?
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