

GENB 7390, section 25062: BOOKS AN MBA SHOULD READ

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Instructor: Betsy Gelb, 713-743-4558, gelb@uh.edu, www.bauer.uh.edu/gelb

This is a 3-credit hybrid course, almost all online, in a somewhat abbreviated semester. It requires you to read three books, but learn enough about as many as 32 books to sound knowledgeable if someone mentions them. The first two books are assigned for everyone: *Made to Stick*, by Chip and Dan Heath, and *What Got You Here Won't Get You There*, by Marshall Goldsmith. **Please plan to buy or borrow them.** I'll randomly assign to each person in the class a third book that is unique to you, but those books will be lent to you at our first class session. You may choose to switch your unique/assigned book with any "alternate" if you wish, as long as you do so on the first night of class.

The class requires that you show up in person, only twice: once for the first night, 6-8 p.m.

Friday, January 22, and then for a final exam 6-7:20 p.m. **Friday, April 22.** Friday nights seem to be our only chance to avoid conflicts with other courses, and finishing early avoids an exam crunch.

The first night of class and also the final exam will be held in Room xxx in Melcher Hall. **Failing to show up the first night means you will be dropped from the course. I decided NOT to deal with what turns out to be a complex process for you to take the final exam on a computer, so it will be right here in Room xxx, 6 p.m.; please bring a pen.**

Course objectives

Both the Master of Accountancy Program and the MBA Program have goals that this course helps to meet. Both ask that students demonstrate effective written communication skills, and the papers you write support that objective. Also, both programs state goals relevant to ethical reasoning: ability to identify ethical dilemmas, then evaluate alternative courses of action. Several books that will be summarized for you to study contribute to those abilities.

Specific course objectives are:

- You'll learn something useful from the three books you will read, including how skillful communication can make your ideas memorable. The Heath book should help.
- You'll improve your ability to **use** what you read by considering with others in your group how the ideas in the Goldsmith book could apply to actual actions you might take in the near future.

- You'll become a more **careful** writer. Everything you submit must be written professionally, a likelier outcome with a great deal of rereading and editing.
- You'll sound more sophisticated than you otherwise might, based on your familiarity with three books you will have read and 29 others that you may not ever read, but will know about from the summaries prepared by others in the class.
- The book summaries you read in this class will stimulate your intellectual curiosity concerning the range of ideas potentially valuable to you. Consequently, you'll read more other books in the future than might otherwise have been the case.

Assignment #1: Summarizing the unique-to-you book

Some of the book titles came from a survey of our most successful alums; they were asked to supply 2-3 choices each that they would characterize as (1) useful for an MBA, and (2) not miserable to read. My note to the alumni asked them to name books in any non-textbook category: advice, analysis, biography, history, or fiction. Others came from four Websites reviewing business books – the Heaths' *Made to Stick* book came to my attention that way -- or from people whose judgment I respect: Jamie Belinne from the Rockwell Career Center recommended the Goldsmith book. The result is a list of books that I or the library will supply for a unique-to-you, read-and-summarize assignment. Once you have your unique-to-you book, via random draw or a swap with the "alternate" pile, please read it and write up a one-page summary that everyone in the class will read and take an exam over. They will need to know:

What the book said. Nobody wants your opinion of the book, and please be sure you are telling us throughout your paper what the author said, not what the author wrote *about*. Most importantly, be sure to tell us the message of the book? If it had no clear message, do some thinking. Even "Mary had a little lamb" has a thesis: Sometimes pets follow their owners around, and when they do, people react in predictable ways. **Please type the message in red**, making it easier for your classmates to focus on it in studying for the final exam.

Warning: I often receive papers that tell the reader what the author wrote about. Those are not "A" papers. It is helpful to read, in a summary of *Liar's Poker*: "Lewis reports that Wall Street bond traders act as though every day is their last day on Earth; they squeeze every dime out of a counterparty without considering that they may want to do business with this individual again in the future." It is not helpful to read "Lewis tells the reader about the perspectives and philosophies of bond traders."

How the book backed up its message. If it used examples, offer at least one. If it made an argument, present the gist of that argument. This section should be about one-third of your one-page write-up.

What the book would help someone to do better. Invest successfully? Make better strategic decisions? Keep good employees with the organization? Allocate time better? Please offer more than a sentence here. **Please make the case that this book would help someone be better at [whatever], and specifics are key here.** Example: “Using the idea from Chapter 5 that a lamb following Mary to school will evoke laughter from her friends, any student could raise school morale by letting a lamb follow him or her often.”

Who wrote the book, briefly, and what qualified him/her/them to do so

When the book was written, and what else that author has written before or since

Anything else that you would want to know if your immediate supervisor at work mentioned that book and you had only read a **one-page** write-up like the one you will write here.

I have posted a sample write-up on Blackboard. It applies ideas from *Made to Stick* (MTS), and you are also required to do so – which means that you need to read both the unique-to-you book and also *MTS* during the first five weeks of the course, as well as writing your one-page summary of your book. The expectation is that each of you will know something about 32 books not just the night of the final exam but also after that, because the summaries helped the ideas to stick in your mind.

Please post your individual book write-up by opening the “Turn it in” icon on Blackboard no later than noon Friday, February 26, and earlier is fine. I may ask you to make changes to improve it, but hope that won’t be necessary. I will assign your grade, which is one-third of your course grade, based on that **first** submission, to motivate you not to just mail in a first draft. An “A” grade on the assignment goes to all who are clear, accurate, **make no errors in the use of the English language**, and follow my directions. Please notice that those directions include thinking and include employing at least one idea from *MTS* to help you write a **memorable** summary. Yes, you need to read all of *MTS* and all of your book, and I need to be able to tell that you did, unless I list a specific set of fewer pages, as is the case with several of these books. I assign *MTS* to raise the odds that the messages in at least some of these books stick with all of you after the course ends. Coincidentally, a Bauer Finance professor mentioned to me over coffee that he thinks it’s the best book a graduate student can read.

I’ll publish the write-ups from all class members on Blackboard by Friday, March 4, and post grades that same day. Since I post the write-ups in sets so that you don’t need to open many Word documents to read them, **please do not use a heading or a footer**, because those would then appear on all the write-ups in the set. **Also, please use 12-point type.**

Assignment #2: a 2 ½ page group paper (assuming five in your group)

The assignment is to **apply Goldsmith's *What Got You Here...*** in a group paper that merges individual applications written by each group member. Six randomly assigned teams of 4-5 students each are asked to carry on online discussions with each other. Each 5-person team's task is to prepare **a 2 ½ page team paper** (two pages if there are just four of you) on Goldsmith's book, after considerable discussion within your group. The paper will describe exactly five potential applications of what you learned from reading the book, each pertinent to one of you. Specifically, you will each describe a conversation that you expect to have within the next year, in a professional context, and how the book can make that conversation more successful than it might otherwise have been. It might be a job interview, an evaluation by one's supervisor, a conversation with a subordinate or a client....the book can be used within the scope of any professional's current job responsibilities or the responsibilities of a position you aspire to in the near future. Please offer realistic scenarios, noting for each the material in the book that prompts or justifies what you foresee. A sample will be posted on Blackboard.

Your grade here, like your grade on your write-up of your unique book, is based on my assessment that your group paper is clear, accurate, and followed directions (you were specific, demonstrated that you were thinking, and used the English language professionally). I suggest that you *each*, as individuals, submit to your group one realistic scenario that *applies* what you read. Then evaluate each other's work carefully, since you'll all receive a group grade. Please be sure that each example your group submits shows a clear understanding of at least one of Goldsmith's pieces of advice, and cite material from the book that prompts each example.

Then I suggest that you have your best writer turn the set of examples into the draft of a paper that the whole group reads and improves. That group paper is due at noon Friday, March 25 or earlier, emailed to gelb@uh.edu. I'll grade all group papers by Friday, April 1, and post grades that same day. Since the grade on the group paper applies to all members of the group, **let me strongly recommend finishing your individual submissions early enough for others to critique all of them, then finishing the paper itself early enough that everyone can read it over and improve it before it comes my way. As with the individual paper, writing errors will damage your grade – an incentive to be careful writers and proofreaders.**

Just to be sure that everyone is adequately helpful, though, a blank form to e-mail to me, evaluating the contribution of other group members, will be posted on Blackboard. Please send that completed form to me by noon Monday, April 4, to gelb@uh.edu, **not via Blackboard e-mail** (that way I can respond and let you know I received it). Within your group, everyone evaluates the contribution of all other group members on a scale where 3 is "fine," and anyone with an average of 2.8 or above gets the group grade on the paper. Below 2.8 but above 2.2 you lose one letter grade; below 2.2 you lose two.

Assignment #3 is the final exam

Once the one-page write-ups from the class are posted on Blackboard on Friday, March 4, you can begin reading and studying them all. The final exam, **on campus**, will be from 6 p.m. to 7:30 p.m. Friday, April 22. Expect two questions (your choice, from three) **covering all of the one-page write-ups and the two books assigned to all**. Each answer is limited to one page; please think more and write less. You'll be given scratch paper on which to draft answers and improve them before writing a final version. Sample question: Please recommend four books that would help someone invest more successfully, and defend your choice of each. **Be sure that any book you mention is correctly identified by its basic title and author – first and last name.** Your grade on this exam is the final third of your course grade. Your semester grade simply averages your three grades: the paper unique to you, the group paper, and the exam. **Please bring your unique-to-you book that you borrowed on the first night with you to the exam to turn in with your paper; that's the only way to receive a grade in the course.**

Schedule summary

Friday, January 22, at 6 p.m., on-campus class in xxx Melcher Hall. You walk in having obtained a copy of *MTS* and a copy of *What Got You Here....* You leave with one additional book to read.

Friday, February 26, by noon, you post on Blackboard via the "Turn it in" icon your write-up of that additional book. Then or earlier you start discussing *What Got You Here...* with your group, to prepare a group paper due in four weeks, March 25.

Friday, March 4, you can go to Blackboard at noon and see posted write-ups of the individual books from all class members. I'll post grades for these papers on Blackboard. **You need to begin studying them for the final exam.**

Friday, March 25, by noon, your group paper is due; please email it to me.

Friday, April 1, by noon, I'll post grades for the group papers.

Monday, April 4, by noon, is the deadline to send me your form evaluating the contribution of each member of your team to the group paper. **Please assume that the group paper grade you saw Friday is your individual grade as well – that your contribution was considered OK by your team -- unless I let you know otherwise by noon Friday, April 8.**

Friday, April 22, 6-7:30 p.m. is the final exam, in Room xxx Melcher Hall.

The usual caution: The UH Academic Honesty Policy is strictly enforced by the Bauer College of Business. A discussion of the policy is included in the University of Houston Student Handbook, <http://www.uh.edu/dos/hdbk/acad/achonpol.html>. Students are expected to be familiar with this policy. **BUT if your native language is not English, or you are concerned about your ability to produce professional writing, please have a native speaker of English look over your individual paper and suggest changes. I want to post papers that use standard, accurate English, since every student will be studying from them. YOU write the paper, but it's fine to have grammar and usage improved by someone else if either needs improving.**

The following pages list the books. The assumption that I'll assign 30 is based on the quota of 30 students. The actual class size will govern the number of book write-ups that you will see posted to study for the final exam, of course.

Title of the book	Author
<i>(Note: books coded as "A" will be those for which students draw.</i>	
<i>Those coded "B" are available to swap for a book you draw.)</i>	
The Tipping Point: How Little Things Can Make a Big Difference	Malcolm Gladwell A
The World Is Flat 3.0: A Brief History of the Twenty-first Century	Thomas Friedman A (pp. 1-277 and 489-639.
Boomerang	Michael Lewis A
The Power of Habit	Charles Duhigg A
The Trusted Advisor	David H. Maister, Charles H. Green, and Robert M. Galford A
Negotiate This!	Herb Cohen A
Guide to the 50 Economic Indicators that Really Matter	Simon Constable and Robert E. Wright A
The Wisdom of Crowds	James Surowiecki A
Death by Meeting	Patrick Lencioni A
Blue Ocean Strategy	W. Chan Kim and Renée Mauborgne A
Steve Jobs	Walter Isaacson A (Start on p. 333)
The Wal-Mart Effect	Charles Fishman A
The Quest	Daniel Yergin A (Start on p. 453)
Give and Take	Adam Grant A
Lean In	Sheryl Sandberg A
The Five Dysfunctions of a Team: A Leadership Fable	Patrick Lencioni A
The Big Short	Michael Lewis A
Leading Change	John P. Kotter A
The Four Pillars of Investing	William J. Bernstein A
Outliers	Malcolm Gladwell A
Start Something That Matters	Blake Mycoskie A

Age of Ambition: Chasing Fortune, Truth, and Faith in the New China	Evan Osnos A
How to Win Friends & Influence People...	Dale Carnegie & Associates A
Just Listen	Mark Goulston A
Oil: Money, Politics, and Power in the 21st Century	Tom Bower A (Start on p. 153)
The Culture Map	Erin Meyer A
They Made America	Harold Evans A
Great by Choice	Jim Collins & Morten Hansen A
The Frackers	Gregory Zuckerman A (Start on p. 115; notes start on p. 394)
Elon Musk	Ashlee Vance A
The Everything Store (Amazon)	Brad Stone B (Start on p. 159. Notes start on p. 541, and it's a large-type book)
Thinking Fast and Slow	Daniel Kahneman B
The Wealth and Poverty of Nations	David S. Landes B (pp. 292 – 515).
Creative Destruction	Tyler Cowen B
What Great Salespeople Do	Michael Bosworth and Ben Zoldan B
The Moral Case for Fossil Fuels	Alex Epstein B
Why I Left Goldman Sachs	Greg Smith B
The Age of the Unthinkable	Joshua Cooper Ramo B
How The Mighty Fall: And Why Some Companies Never Give In	Jim Collins B
The Good Jobs Strategy	Zeynep Ton B
This Changes Everything	Naomi Klein B
Zero to One	Peter Thiel B
The Innovator's Dilemma	Clayton M. Christensen B
The Essential Drucker	Peter Drucker B