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Such recent new trends
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telecommuting,
360-degree feedback, the
flattening of hierarchies,

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and the increased use of temps and contract workers present tough new challenges for supervisors in every field.

Ferdinand F. Fournies
Ferdinand F. Fournies is an internationally known consultant, speaker, and former professor at Columbia University 's Graduate School of Business. --This text

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Ferdinand F. Fournies is a business management speaker and consultant whose work has been translated into several languages. He is the author of Why Employees Don ' t Do What They ' re Supposed To Do and What To Do About It .

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was an internationally
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consultant, speaker, and former professor at Columbia University's Graduate School of Business. Table of Contents Why Managers Fail as Coaches.

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Ferdinand F. Fournies,
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Columbia's Graduate
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professor and consultant Ferdinand Fournies knows. Over the course of two decades, Fournies interviewed nearly 25,000 managers asking them why, in their experience, direct reports did not accomplish their work as assigned. Here are the top reasons Fournies heard most often and which he described in his book, *Why Employees*

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