
Book review: “The making of a manager”

by Julie Zhuo
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“*The Making of a Manager*” by Julie Zhuo is an approachable, exceptionally knowledgeable book about the comprehensive guide for new managers or old leaders who want to improve their management skills. Zhuo, a seasoned design leader at Facebook, shares very practical advice, personal anecdotes and valuable lessons in helping readers through challenges and responsibilities that come with being a manager.

Citation and price

“*The Making of a Manager*” is published by Penguin Random House in hardcover, paperback, e-book and audiobook formats. Ranging across bookstores from \$15 to \$25, it gives an inexpensive tool for anyone who would want to better their managerial skills.

Analysis

Zhuo structures the book so transparently and logically that the user can easily follow through and digest it. She has four sections on quite significant topics: how one should transition into a managerial role, how to create effective teams, coaching and conducting feedback and comfort with difficult situations.

It is in this blend of the personal with the practical that some of Zhuo’s real strengths lie. With her inclusion of personal examples, Zhuo has managed to make the material relatable to the reader, thereby making the concepts a little more concrete and real. Zhuo maintains an interesting writing style, making it conversational and easy to get through.

Significance

“*The Making of a Manager*” is relevant for the current professional world. With so many leaders needed, the book takes people through how to manage and lead others when one finds themselves in a managerial position with no education and training background for such a role. Zhuo aids in filling the gap between technical expertise and managerial skills, hence equipping the reader with the tools necessary to perceive success in their roles.

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Relevance

This book is very relevant today, in a fast-moving, changing work environment. Teams have gone remote; functional organizations are blurring into cross-functional teams. Very often, this places managers in very unique situations that call for adaptability and high doses of leadership. Zhuo's insights into creating a positive team culture, offering constructive feedback and managing remote teams have special relevance in today's professional setting.

Audience

"*The Making of a Manager*" is for a wide readership, from the new manager to an aspiring leader and even a seasoned manager who wishes to tune his/her management skills. No matter if you are running a small team or heading a large department, the outline tools in this book will have some useful ideas and serious practical strategies to make a better manager out of the regular person.

Methodologies and sources

Zhuo lends from her many years of experience at Facebook: from managing teams through rampant growth and other complex challenges. Research is integrated, combining insights from other prominent leaders to give a holistic perspective on proper management practices. The book contains practical exercises and reflection questions to apply the concepts to the readers' managerial journeys.

Critique

While "*The Making of a Manager*" is full of insight and advice, there are places where the relevant specifics may not apply to all industries or, indeed, organizational designs. Zhuo's overall principles and strategies are easily transferable to different situations, ensuring the invariable topicality of the book.

Recommendation

I would highly recommend "*The Making of a Manager*" to anyone looking to improve his or her management skills and/or transition from an individual contributor to leadership. Julie Zhuo conveys her expertise in a way that will help both new and more seasoned managers in this book. By putting into practice some of the strategies and insights shared in this book, one will be able to create positive working environments and strong teams that are able to successfully lead companies toward goals and success.

Conclusion

Julie Zhuo's "*The Making of a Manager*" is just an outstandingly great book, full of practical advice and insights for managers. From relatable storytelling to massively actionable strategies, it covers almost every important aspect of management, hence turning out to be an indispensable guide on the path to becoming a great leader. Get this book and learn skills all the way through to standing for opportunities and dilemmas, as demanded by managerial roles and lead your team toward success.

Prathamesh Sunil Nadkarni

Faculty of Business Management and Commerce, JSPM, Pune, India

Deepti Bhutada

*MGV's Panchavati College of Management and Computer Science,
MGV's Panchavati College of Management and Computer Science, Nashik, India, and*

Omkar Dange

Department of Winners Solutions, Winners Solutions, Pune, India