Managers Interview

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Managers are an important part to an organization to maintain the structure, environment and to keep it profitable moving forward. As we have learned throughout this semester, there are different styles, manager levels and different chains of command that organizations have created with the workplace culture. The person that I interviewed is my brother, Tom Tuna. Tom works at HAL Technologies at the headquarters located in Urbana Illinois. His position that he holds is Analysis and Security EPM Manager II. He has been working there for a year but was a manager at another company as well. The culture and lifestyle at HAL Technologies brings him joy and excitement to work every day.

Working long hours, his days and weeks accumulate to 50 hours per week at the office. The days vary from somewhat normal to chaotic, but the change of pace and unexpected day he for now. Chris is 25 years old; while he is one of the younger workers at HAL Technologies in Urbana that doesn't bother him. It is mostly a younger crowd overall and everyone is eager to work in the atmosphere of high stress and high achievement.

Being an Analysis and Security EPM II, didn't mean anything to me when he first told me his position. His role in the company is to give access to engineers and his team that he manages, and also control what products that they know about. Chris manages seventeen

people. He was telling me about how there are a lot of rumor sites and people taking pictures of future products and posting them on the Internet.   In doing this, it hurt HAL Technologies' competitive advantage. He manages access and development for future devices that use the HAL Technologies operating system.

Chris' day-to-day operations are often interrupted by other issues that need to be dealt immediately and thus interrupt what he was doing. Every company operates differently, and the Silicon Valley dress code and work schedule is defiantly visible at HAL Technologies. When he was first started working for them, he was trying to find his place, and the norms that went on at the company.   He was observing norms, habits and meeting with his team that he was going to be working with. It was important for him to observe first rather then coming in and stirring up and starting off on the wrong foot with his workmates and them disliking him.

For about the first month or two he was more observational rather than not. He noticed that time management and needed to have decisional skills on where he should allocate his resources. This is one of Mintzberg's roles to set priorities and set plans. He had to be a figurehead and be a leader for his team.   He noticed within the first month that people like to arrive in at work around 10 a.m. in the morning. Chris likes to get into work at around 7 to 8 in the morning which gave him a few hours to have an undisturbed time for him to plan, evaluate, and give feedback through emails.

The most important task that he mentioned was to have the knowledge of the software development and have the ability to parse complicated problems into manageable tasks for other EPM's. Since most managers are type A personality that was another thing

that he has to deal with and to manage their personality with the tasks that need to be completed in a timely manner.

Another task within his job is to create, maintain and evaluate the security policies that they are putting in place. He has to monitor them and also check in with his superiors to give them feedback.

As well with Mintzberg's roles, Robert Katz has his skills approach. The skills that Chris said he needed to do well at his job were first and foremost he needed to have great human skills. Leading people, corresponding in meetings, and making people feel comfortable talking with him that may be more computer and tech savvy then socially comfortable.

With having the knowledge of software development and knowledge on how to move it forward and to parse the problems into manageable ones takes technical skills. Being on the job, Chris says that he has picked up a lot of knowledge and procedures that can be done when there are issues and problems that occur. Staying on top of the software problems with code are a key factor because solving them faster and moving on lets the engineers working on the project keep moving on and being productive.

Today, Chris' challenges in the workplace are ensuring his employees have time to focus on their long term projects and goals while working on and completing their daily tasks. It is important for the employees to have both long term goals and short-term projects that need to be completed. It's part of his job to manage them and make sure they are staying on pace and not being drowned by how much work there is to complete in a short amount of time. He has weekly staff meetings with a few different teams, including his team and his managers.

The most critical issue in the workplace for him today is allowing employees to grow and gain new experience without losing them to other companies. He said that they face a big challenge with the employees that they lose in creating other companies or start-ups. With the freedom that HAL Technologies gives you to work the team environment, often smart talents leave the company to pursue their own vision, while using the experiences and skills that HAL Technologies and the environment around them gave them.

Over the next 5 years Chris faces growing the group's responsibility and focuses to be more efficient and effective within the structure of the organization. Growing as a company is beneficial but you must still be able to manage just as effectively with more responsibilities within your group.

The most critical issue in the over the next five years or so is ensuring that we can continue to bring new employees with adequate knowledge with the experience and the drive to grow the company. HAL Technologies, since the HAL 9000, has started to lead the industry and become an iconic brand name. Companies are always trying to copy their intellectual property and physical design and over the next five years we must bring in employees that can help maintain our advantage and help innovate.

Innovation has made HAL Technologies more than a household name. The iconic products have set itself apart from their competition. From there marketing team to human resources, the company as a whole has pleased it employees and customers with new products it seems to deliver every time. HAL Technologies's strong leadership within their company and the atmosphere that is within the company, Chris says must aid to their success. The more people are having fun and not feeling that they are actually working is best for us. They do not have a dress code, no slacks and button up shirt with a tie. People

come to work in jeans, Tommy Bahamas shirt and flip-flops. It is a relaxed atmosphere

inside with a high stress workload.   It seems to balance very well between the two.

   With making over $100 billion in revenue a year for inudstrial electronics, their

complete lineup of products seems to satisfy their customers. Their products are expensive,

but I at least realize that I am paying for quality, user interface and security when on a HAL

Technologies computer. Chris enjoys managing the team that he works with and seeks

more responsibility in the years to come.