The role of management in the organization's success

NAME	ID	CLASS	TASK
شهاب حسام الدين حلمي محمد	231051145	G1 / SEC 3	المقدمه
افنان محمد امين سعد	231053008	G5 / SEC 1	مثال لشركات فشلت باستخدام الاداره الفاشله مع رسم بياني
يوسف محمود يونس ابوضيف	231052231	G4 / SEC 3	فوائد الإدارة الجيدة مع الرسم
يوسف السيد محمد السيد	231052219	G4 / SEC 3	فوائد الإدارة الجيدة مع الرسم
سعيد نديم سعيد الشعراوي	231051132	G1 / SEC 3	تعريف الأداره و تطويرها علي مر السنين
امل عبدالتواب فتحي محمد	231052032	G3 / SEC 2	أضرار الأسس السيئة مع الرسم
ضحي محمد عبدالقادر عبدالرحمن	231051150	G1 / SEC3	الأسس التي استخدمتها بعض الشركات للنجاح
الاء عبدالعال احمد عبدالعال	232053001	G5 / SEC 1	مثال لشركات نجحت

احمد عادل محمد شريف	231051030	G1 / SEC 1	الخاتمه
احمد سامح ابراهيم	231052012	G3 / SEC 2	كيف تتم الأداره
علي عز عليان	231051178	G2 / SEC 1	كيف تتم الأداره
هاجر حسنين محمد عبدالجواد	231051326	G3 / SEC 1	تلخيص
يوسف سامح انور سالم	231051348	G3 / SEC 1	تعريف الأداره و تطويرها علي مر السنين
احمد صبري	231051027	G1 / SEC 1	كتابه
سلسبيل محمد إمام	232051009	G5 / SEC 1	مثال لشركات فشلت باستخدام الاداره الفاشله مع رسم بياني

Outlines:

Introduction

Many people think that managers are people who give orders and watch people's work. They think managers are bosses and their goal is to annoy workers with heavy or difficult instructions. They also think that management is a senseless process and any talkative intelligent person with a lot of experience can be a manager. We have written this research to prove that management has a lot of rules and a full-of-theories history. It also explains why any smart talkative person can not be a manager. Management's history dates back to 7000 years. Although it wasn't formally known with theories and rules, it was applied somehow in the pharaohs' age. When we get to the rules of management there aren't any static rules for management because the management concept itself changes from one age to another. But we can say that in the dynamic world of business if the organization is like a ship management is its rudder that leads the organization through the conflicting waves of the market. Some things become the highest demand and some other things become ignored as the market needs change. Management is also the power that integrates resources, directs activities, and influences outcomes. Management can be detailed as the process of establishing plans, regulating, guiding, and restraining resources to accomplish organizational aims. Effective management applications can assist organizations in driving through complicated obstacles, size chances, and earning continuous development.

The contribution of management to the sensation of the organization is very valuable and includes a large vital component. firstly, management must monitor the track and longing of the entity. This comprises creating the entity's messages, purposes, and objectives, as well as conceiving the strategies and patterns to carry out them. Talented management approaches can adjust the entity's resources and processes with its encompassing foresight and goals, stimulating a cumulative perception of quest and direction among the workforce.

Moreover, management is assigned to the productive and adequate distribution of the entity's resources. This imposes the formation and implementation of structures and techniques to supervise the entity's commercial, manpower, technology, and other resources. Skilled management approaches can boost resource diffusion, shorten costs, and support efficiency and fineness.

In addition, management is responsible for directing and acquiring the entity's human resources. This incorporates the admission and keeping of professional staff, equipping them with necessary training and growth opportunities, and adopting a supporting and empowering enterprise environment. Talented management approaches can develop a culture of high performance, where the personnel are motivated, involved, and devoted to the entity's advancement.

Last but not least, management is responsible for the observation and direction of the entity's performance. This includes the evaluation and estimation of the entity's advance related to its aims and targeting, specifying ranges for improvement, and performing corrective metrics as required. A talented management approach can make sure the entity is still on track, grows from failures, and continuously upgrades its performance.

To end with, management's role in the advance of an organization is essential and versatile. With skilful management techniques, entities can establish their guidance and foresight, elevate their resource usage, train their workforce, and supervise their performance. The achievement of suitable management techniques allows organizations to accomplish sustainable growth, generate stakeholder value, and utilize a profitable impact worldwide.

(1) Defining Management: Roles, Responsibilities, and Functions:

Management is the process of achieving set goals through the optimal use of available resources, according to a specific approach, and within a specific environment. Management is a branch of the social sciences. It is also the process of planning, organizing, coordinating, directing, and controlling material and human resources to reach the best results in the shortest ways and with the lowest material costs. Administration is considered one of the most important human activities in any society, based on its different stages and development, because of the impact that administration has on the lives of societies because of its connection to economic, social, and political affairs. Because administration is the one that collects economic resources and employs them to satisfy the needs of the individual and the group in society. Through management, social progress is made, and countries depend on it to achieve progress and prosperity for their citizens, successful management is the basis for the organization's success and its superiority over its competitors. Public administration: It is characterized by the fact that it operates in monopolistic conditions. It performs public services whose goal is not profit, but rather service is a duty. It adheres to the rule of equality of citizens before the service without discrimination. Moreover, this administration is considered to have a huge public responsibility and has a large number of employees. Business Administration: It is characterized by a spirit of intense competition, and its ultimate goal is to achieve the maximum possible profit by managing private projects, which are usually smaller than public departments and have a smaller number of employees. Management is considered one of the important sciences for accomplishing work.

There are different theories of management, and we will review some definitions developed by leading management scholars:

Frederick Taylor: Management is the process of determining what is required of workers to do correctly and then ensuring that they perform the work required of them in the best and cheapest ways.

Ralph Davis: Management is the work of executive leadership.

john f. Jone f.me: Management is the art of obtaining maximum results with minimal effort so that maximum happiness can be achieved for both the employer and employees while providing the best service to society.

Henri Fayol: For a manager, management means predicting the future, planning accordingly, organizing, issuing instructions, coordinating and monitoring.

Sheldon: Management is a function in an industry that involves setting policies, coordinating production, distribution, and financial activities, designing the organizational structure of the project, and carrying out final oversight of all implementation work.

William White: Management is an art that is limited to directing, coordinating and controlling several people to accomplish a specific process or achieve a known goal.

Livingstone: Management is the function through which the goal is reached in the best, least expensive and timely manner, using the capabilities available to the project.

In light of the previous definitions, we can develop a more integrated definition of management as follows:

Management is the process of directing, planning, organizing, coordinating, supporting and encouraging employees, and controlling material and human resources to reach maximum results in the best ways and at the lowest costs.

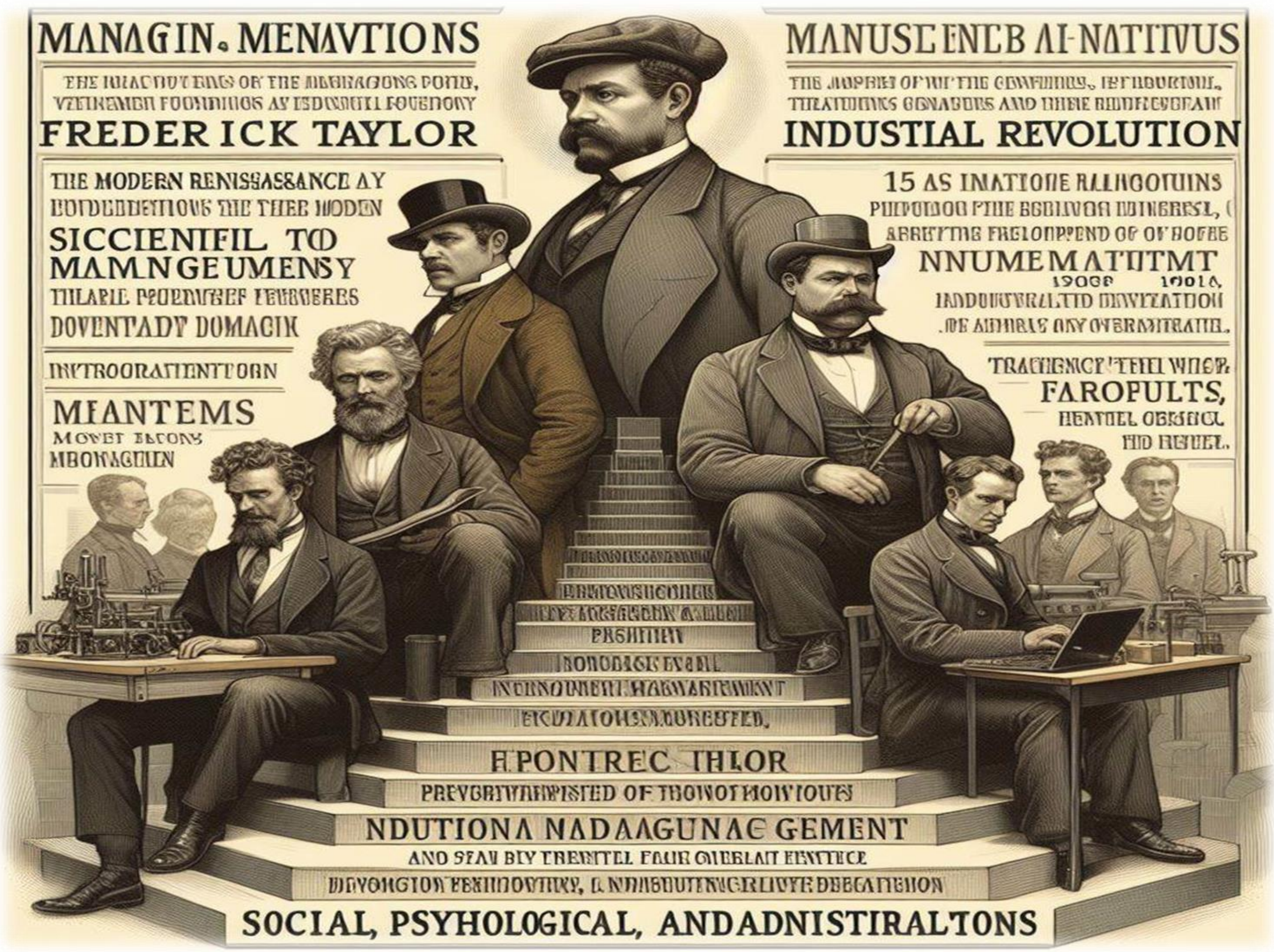
Theories and Approaches to Effective Management

(2) Previous administration:

The roots of management go back to ancient civilizations such as the Egyptian, Mesopotamian and Roman civilizations. In these societies, management focused on organizing resources and coordinating tasks to achieve set goals. Although there were no formal theories of management at this time, the basic principles of planning, organizing, and control were already in place.

Modern administration

Management foundations developed in the era of the modern Renaissance in the second half of the eighteenth century to the first half of the nineteenth century, when the Industrial Revolution



exploded with the emergence of driving forces and industrial and mechanical machines, which placed the burden on managing these capabilities and the human resources operating them and achieving the goals of organizations, as well as the availability of many Factories and products managed by various organizations, which were prompted by the need to develop mechanisms and methods that make them suitable places for work to serve the customer, the worker, and the organization. The change that occurred was not at the level of administrative systems, but even at the social, psychological, and administrative levels. Pioneers of management science:

The emergence of scientific management as an approach to addressing administrative issues and problems using the scientific method that uses the means of definition, analysis, measurement, experiment and proof began at the end of the eighteenth century. The credit for this is due to the pioneers of management who laid the foundations of the administrative movement known as the scientific management movement. Among these pioneers are:

1) Frederick Taylor (1856-1915) He is considered the father of management, as he called for finding realistic solutions to improve the performance of workers and raise their productivity. He wrote the book Principles of Scientific Management in 1911 AD, and the book Time and Movement Study are among his most important contributions:

Preparing scientific rules for each job, preparing the job description and determining the correct work procedures

Selecting employees with great care, and placing the right person in the appropriate job to carry out the work that is compatible with his abilities, potential and experience.

Training workers on a scientific basis to improve their work performance skills to meet production standards

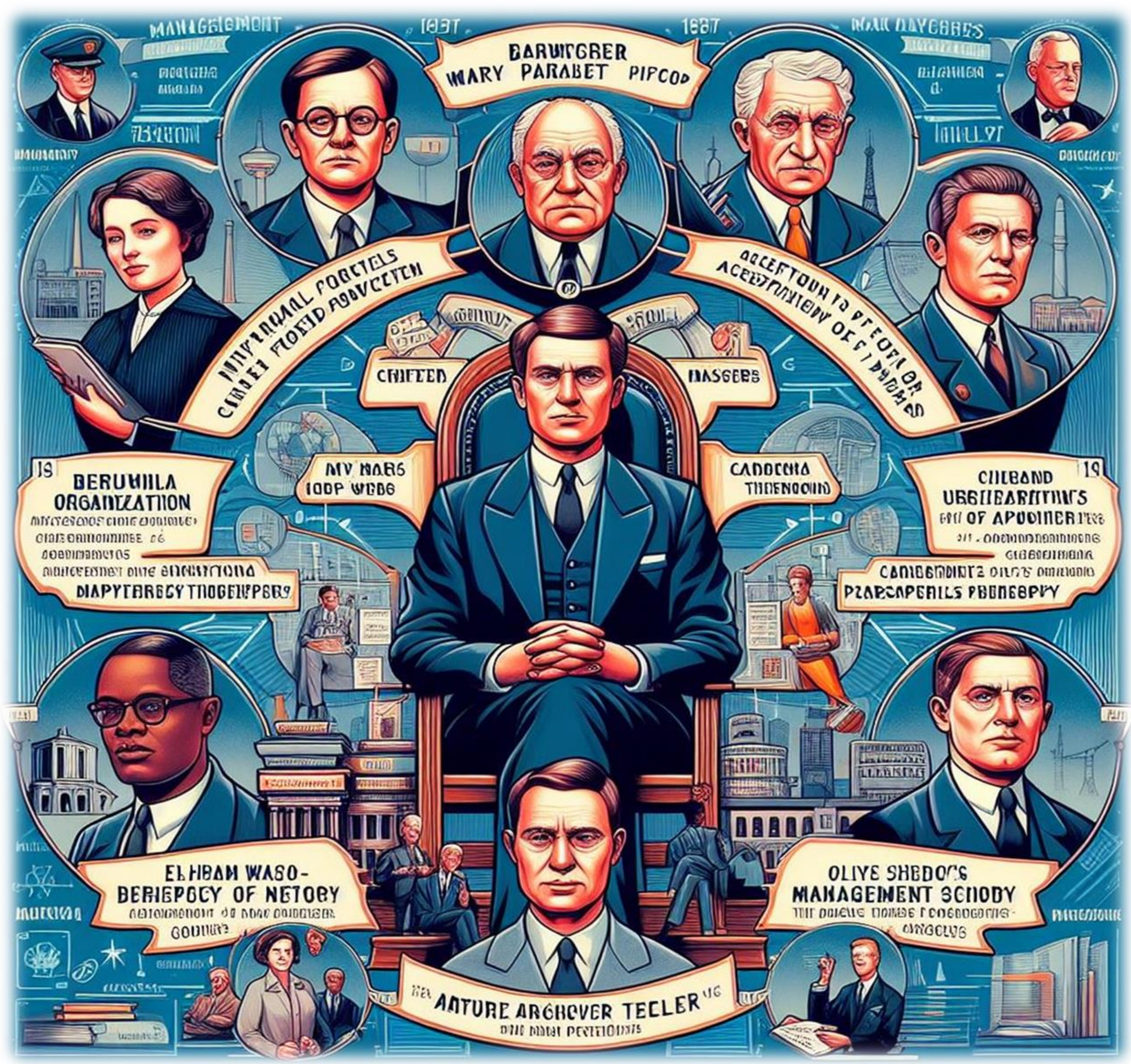
Helping and supporting employees to perform their work, and giving them confidence in participating in making important decisions in the organization.

2) Henry Gantt (1861-1919): He was a contemporary of Taylor and was greatly influenced by his administrative ideas. In 1901 AD, he presented a method for determining incentive wages, according to which a standard time is set for the production of a certain size of units. He also contributed to administrative planning and production control operations by introducing time maps that link production to units of the time function to reveal wasted effort and time. I am also interested in humane treatment in management and raising the morale of the workforce. He also contributed to finding ways to calculate industrial costs.

3) Lillian and Frank Gerblrt (1878-1972): developed equipment to study time and motion as well as industrial psychology. The study aimed to reduce the time wasted by the two scientists, which paved the way for what is known as work simplification standardization. Work standards and incentive wage plans.

4) Henry Fyoll (1625-1841): is considered the first pioneer to complement scientific management. He published the book Senior Management and Industrial Management in 1916 AD. His contributions are represented in dividing the duties of management into five main processes: Foresight and Wisdom, which means planning and organization. To mobilize and direct resources in implementing the plan to reach goals, leadership and issuing orders to evaluate workers and their achievements to obtain the best results, coordination to match efforts with each other and share information to solve administrative problems and achieve the best results, and control to ensure that achievements It is compatible with the established plan and

takes corrective measures if necessary. Fayol also divided the organization's activities into production, purchasing, marketing, financial, risk protection, and accounting activities, and management includes planning, organization, leadership, and control. It has fourteen principles in management, which are the division of work, authority and responsibility, centralization of orders, centralization of goals, integration of interests between the individual and the institution, justice in reward, centralization of senior management, hierarchical progression, arrangement and justice between workers and managers, stability of the staff, and the principles of team spirit.



5) Mary Parker Follyet (1868-1933): She believes that the organization is a community in which managers must work in harmony and coordination without one party dominating the other and that the manager's job is to help individuals cooperate to reach a common interest. She played a major role in psychological studies, human activity, and emotional reactions, and she is the leader of the school of human behaviour.

6) Shyster Bernard (1886-1961): He contributed to adding what is called an informal organization. He pointed out that organizations are not entities, but rather social groups that are united by informal relationships. He also contributed to the development of what is called the Acceptance Theory of Authority, which states that individuals have freedom. In accepting or rejecting authority.

7) Max Weber (1864-1920): He was the first pioneer and leader of the concept of bureaucracy in management, He wrote the rational and efficient view of the organization through the rules of work and the legitimacy of authority, and created mechanisms for working in the organization according to a logical hierarchy based on the following set of principles:

A clear division of labour in which jobs are defined so that workers are provided with sufficient skills to perform them properly

A clear structure of authority and to whom reports are submitted

Formal work rules and procedures and written rules to guide behaviour and decisions for all jobs

Impersonality in dealing

Career progression according to merit

Separating management from ownership.

8) Elton Mayo (1927): conducted a study with the participation of Harvard University in the Western Electric Company.

9) Maslow (Abraham Maslow 1908-1970): owner of the Hierarchy of Needs.

10) Mc Gregoes theory.

11) Chris Arggris disagrees with Fayol's principle that employees must be involved in setting goals. He is the author of the theory of the mature personality.

12) Sheldon (Oliver Sheldon 1894-1951): author of the book The Philosophy of Management, in which he presented that management is the function responsible for drawing up policies, coordinating the financial aspects, production and distribution, determining the organizational structure of the project, and final control over implementation work. Administrative schools

1. The Classic School includes several trends

a. Scientific managerialism as espoused by Taylor, Lillian, and Frank Gilbert

B. Administrative principles as espoused by Henri Fayol

C. Bureaucracy as espoused by Max Weber.

2. Behavior School

a. Human relations through Hawthorne's study

B. Masalo's theory and hierarchy of needs

C. X and Y theory

Dr Mature's personality theory

3. Quantitative school

a. Operations research teaches and utilizes the pure sciences of mathematics and statistics to help make decisions

B. Operations and production management.

4. Modern School

a. System Approach

B. Realistic entrance.5. Contemporary and future trends and practices in modern management

a. Searching for excellence

B. Total Quality Management

C. The learning organization

1) Creative thinking

2) Personal intelligence and insight

3) Thinking in systems logic

4) Shared vision

5) The educated team

a. Holistic awareness and cognitive diversity

B. Leadership and what a leader is characterized by:

1) A comprehensive strategic thinker

2) Proficiency in working with technology

3) mm commander

4) A model in his behaviour and ethics.

(1) How do we manage? Departmental Organization, and the Foundations of Good and Poor Management:

Introduction

In the complicated route of organizational success, the highlights often fall on the leaders—the maestros who orchestrate the rhythm of teamwork and innovation. This narrative opened the door for the journey through the P-O-L-C framework, unwinding the threads that weave the tapestry of effective management and the development of performance-optimized teams. As we navigate the nuances of Planning, Organizing, Leading, and Controlling, we uncover the essence of what it means to not just manage, but to lead with vision, empathy, and strategic acumen.

From the initial stages of forming, where diverse talents converge, through the storming of challenges and the norming of collaborative efforts, to the ultimate performance where teams operate at their zenith, we explore the transformative power of leadership. Emotional intelligence emerges as a pivotal force, enabling leaders to connect, understand, and inspire their teams, fostering an environment where trust flourishes and innovation thrives.

As we delve into the multifaceted roles of team leaders, we recognize the profound impact of their decisions and actions—not only on the internal dynamics of their teams but also on the broader business landscape. The journey culminates in the realization that creating strong teams through good management is a continuous endeavour, one that enhances internal operations and contributes to the growth and development of small businesses, thereby enriching the entire business community.

Join us as we dissect the key aspects of good management and the support it provides for steady teams to stand upon, and witness how the principles of effective leadership transcend the confines of the workplace to touch the very fabric of our society.

The Key Aspects of Good Management: The Support on Which Steady Teams Stand

The P-O-L-C Framework lays the groundwork for strong teamwork. Through participation (P), clarity (O), leadership (L), and communications (C), a team can reach its full potential. Let's look at these main parts when we think about team growth:

Planning

Good managers are rarely mere planners who set goals and objectives. They transmute them into a vision that everyone can buy into. It could be a big dream yet achievable, envisioning a route for the team mission. In the planning stage of team growth, you set objectives for a team, delineate each team member's roles, and find the sources to reach your goal.

Organizing

Apart from giving the assignments, organizing for teambuilding implies creating a mechanism based on the power of individual capabilities and teamwork. The union can be the construction of a team with different skills, or maybe it is about the links that connect complex projects.

Leading

Quality leaders do better than mere commands, adding inspiration, thrust, and a sense of mission and direction. They realize that the crucial team characteristic is trusted with teammates and safety for the expression of ideas. One of the most compelling leadership styles is being transparent and open to communication. They always listen to the problems faced by the team members and also peep into the simple joys that are associated with the work they do. Thus, the employees feel ready to do their best in the work assigned to them by the leaders.

Controlling

As a leader, just keeping control is less than controlling small bits of every detail. It involves developing ways in which the team can see how well they are doing, grow through achievable goals, and succeed at each growth stage. This provides the team with a roadmap, which gives them the ability to alter the direction when necessary, and it also enables the team to get to the objectives promptly.

Here's how these skills turn into good team leadership:

Talking

Be it any relationship, it’s more needed for a team’s clear two-way communication. Successful team leaders are more than just giving a particular piece of information; they are the ones who listen to their team members, ask for their thoughts, and then give advice that is clear, workable, and could lead to growth.

Giving Jobs

Assigning responsibilities and not just giving duties but letting them hold positions is not enough; it's about giving power to the team members. Those heads of the team who are simply good in their position know what the strong sides are and what the weak points of their staff are; hence, they can give jobs that make people feel like they achieve something instead of their leader gaining what's theirs. The first suggests they become faster and can adopt new skills. The second one makes them feel strong within themselves.

Decision-Making

What separates a great team leader from a mediocre one is that they don't back away from difficult decisions; they not only know how to make a choice, but they also sense the power of collaborative decision-making. Empowering the team in the decision-making process, especially during the first two and a half stages determined by storming and norming, may lead to more valid decision-making processes and higher acceptance levels due to more ownership of the team itself.

Problem-Solving

Hurdles the team overcomes, goal setting, individual skill application, teamwork, and transferring knowledge to the community are just some of the typical crew tasks. A great team leader would never associate with the toxic mentality of blaming but rather be a team collaborator. They combine the numerous thought lines of a crew, communicate them transparently, and lead the team to constructive alternatives.

Emotional Intelligence

It is vital how one faces different feelings while coping with them in work-related matters that help in maintaining a good work environment. Indisputably, team leaders with an emotional intelligence background can build crisis-ready leaders who keep lines of rapport open, work well through challenging situations, and galvanize their coworkers. They realize the good that comes about when men and women work together, campaign for excellence, and put up with the complications that come with people's solutions, just like real experts.

Forming

In this first level, the crew members can experience global differences, discover their roles, and clarify their purpose. Leaders should be responsible for setting ground rules, saying what is expected, and allowing for open communication to develop trust among the members. Team-building exercises not only have the ability to help individuals overcome this stage, but they may also help to build cohesive and more productive teams.

Storming

As they fall into their styles of running in the group, there might be disagreements. Leaders are given a chance to serve as mediators in the battle by encouraging friendly competition, which may entail giving a chance for every group member to express his or her views, listen to thoughts from others, and facilitate them to move together to the common ground.

Norming

cooperation strengthens; start bringing in a reminder of the team. It's a leadership role to facilitate a setting that encourages open-minded thinking and other agents of change by properly delegating responsibilities. Moreover, it contributes to developing a community spirit by keeping in mind team goals. For this socialization, the learners can acquire each other's strengths, which is not a less important task at the belonging level.

Performing

It is the organizations that work with optimum speed and carry out good communication and fixation on issues as their decision-makers. The leaders call forth the deep power of the group's members by assigning tasks to their participants. Leaders boost the self-esteem of the team members by helping them take on leading roles in tough matters as well as by providing them with opportunities for advancement and spotting and celebrating successes. Creating such a feeling supports achievement, and the team decides to sustain peak performance.

Adjourning

For some missions, the group members are together and complete the mission. For others, members of the team are permanently separated upon the conclusion of the mission. They make sure the transfer of tasks becomes smooth by showing their appreciation for previous crew members' achievements, providing relevant information to another crew when it is necessary, and giving closure to the crew members who no longer are involved with the project. With this in place, they could carry out the project without the disagreeable feel of uncompleted business. And they would depart with a positive and proud remembrance of their work together.

Conclusion

To sum up, the journey through the P-O-L-C framework and the levels of team improvement emphasize the endless process of constructing a team with solid bands. Employers can establish this through continued talent management activities, adopting open communication and a boundaryless mindset, and consistently recognising success stories. This not only empowers leaders to guide a team that is well-versed in the organization's framework but also extends its benefits further, promoting the growth and development of small businesses. **Creating strong teams through good management is thus an ongoing task that not only enhances internal operations but also contributes positively to the broader business community.**

Introduction

In the world of business, a strong control basis is vital like a well-laid foundation for any building. For all things else to do well, this is very important. This paper will explore how a solid management foundation can make a great difference in teams. The significance of good management practices cannot be underestimated from fostering positive work environments to increasing productivity and aiding in organizations' growth. If we understand these effects, it would help us appreciate why companies should focus on creating an effective management base for future achievements.

What are the advantages of a well-managed basis?

A well-managed basis might bring great advantages to both the construction and the people it serves. Moreover, meeting direction assists in ensuring that the basis's finances are accurately utilized for its required goals. Furthermore, a well-managed foundation can inspire trust in contributors, perhaps leading to increased contributions. When a basis is right run it can use its money in the most efficacious mode possible. The board of directors of the basis manages the composition and ensures meet employment of funds A good basis has the board's targets directed towards attainment. Therefore, some methods are required to direct how money is spent by foundations by their desired purpose. Another advantage of a well-managed basis is that it can help develop confidence and credibility with funders. sponsors want to know that their money will be used in a way that reverberates with their values. When sponsors see that a base is well-run and that its finances are being spent efficiently, they are more likely to continue giving to the composition. A well-managed base may also attract new sponsors who have not formerly considered giving to the compositions.

Clear communication

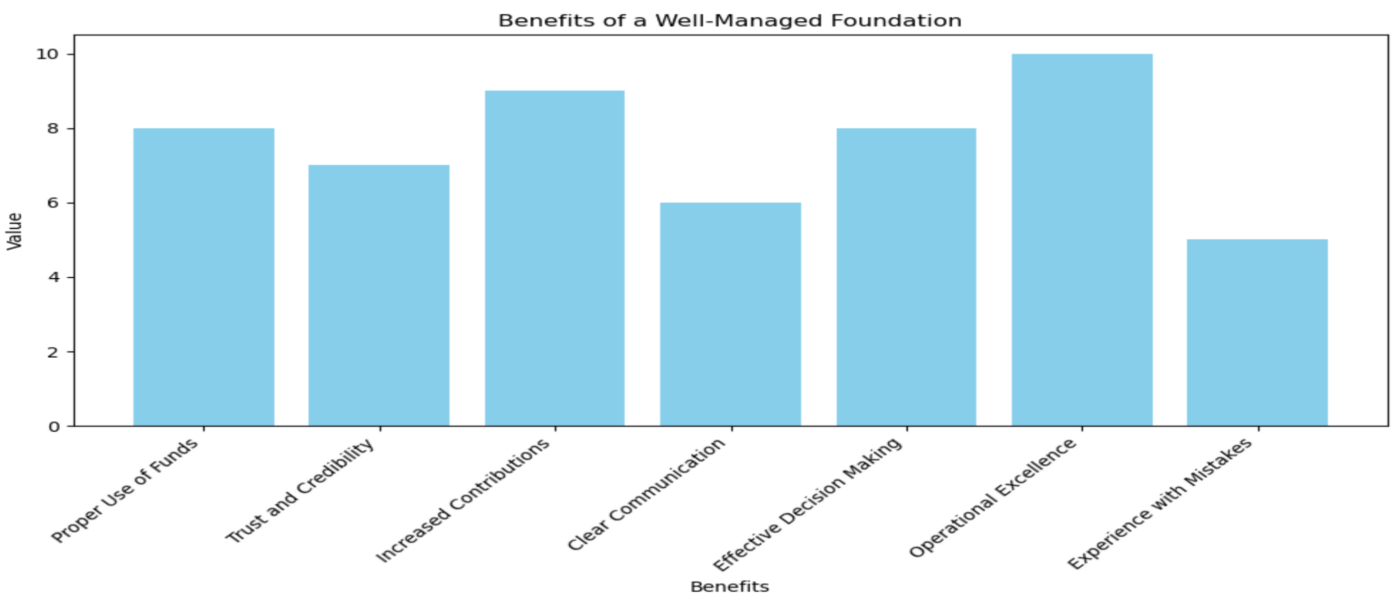
clear communication is key to your success but not every person communicates the same way being unable to adapt to and manage multiple communication styles can lead to lower employee engagement and poor team performance.

Decision-Making

Decision-making: Managers must be able to make selections effectively and efficiently. To be triumphant, you want to find out about the choice-making process from what factors represent an amazing choice to expertise on how social political and emotional factors play a key function in the process.

High-quality Working and Managerial Knowledge

A solid check basis was subordinate to attaining live excellence. Managers who prioritize performance, effectiveness, and sustainable growth to streamline strategies, eliminate waste, and make perfect assets to add illustrious effects. By spotting easy expectations, providing important assistance, and retaining groups accountable, managers make sure that processes run successfully and objectives are met continuously. A good manager has a big experience with mistakes You see that good managers make fewer mistakes and that is a point for them.



Conclusion

In conclusion, It is impossible to overestimate the effect of a strong management base on institutions. Effective leadership practices are critical to unleashing the full potential of an organization, from shaping organizational culture and driving employee engagement to encourage innovation and achieving operational excellence. In today's ever-changing business environment, firms can set themselves up for long-term success, resilience, and growth by investing in developing a robust management foundation

The Negative Influences of Inadequate Management

The foundation of a company is like the framework of a building. A strong management creates solid bones while a weak one brings about cracks that can destroy everything. This is how poor management decisions can cause havoc in an organization and a few live examples to learn from. Picture a company built on sand. That sounds like such a great idea, doesn't it? Well, maybe not. No matter how fancy its decorations (products or services) are, if the base (management) isn't strong, then it will all come crumbling down. Weak leadership can be exemplified by things such as a lack of proper planning, pretending there are no issues and simply ignoring staff concerns.

Poor Leadership and Poor Financial Management

Consider money matters for example. Just like you have home budgets, businesses need to have clear guide directions to their spending and saving habits. Poor management may mean failure to account for expenditure which could culminate in overspending leading to debt accumulation. This makes things worse since they run out of capital for other ideas or even fail to keep up with their competitors.

The Cautionary Story of Toys R Us

What about Toys R Us? A toy industry giant for years, Toys R Us failed to adapt to the advent of online shopping and discount stores. They were stuck in doing business according to old ways by their managers and when they thought they could change it was too late at that time.

Communication Failure and Worker dissatisfaction

Communication is another vital area. Things get dirty when everyone in the organization does not agree. Suppose a team of workers are working together to construct a building but the architect keeps altering the blueprints without informing them! This is what happens when management doesn't communicate their goals or changes. This ambiguity may cause confusion, anger, and finally unhappiness among employees. Just as plants wither without sunshine, good staff members need an enabling atmosphere to thrive. Workers who feel unappreciated or uninformed might become less productive or even quit their jobs altogether. In the long term, this high employee turnover affects the organization.

Pan Am Airlines: A Collapse Owing to Bad Decisions

For instance, take Pan Am Airlines which was once dominant in its field. After its founder left office, there were many wrong decisions made by management such as ignoring customer complaints or purchasing planes that would not be compatible with others that were already owned by the company formerly known as Pan American World Airways. This poor communication with employees also contributed to a decline in services and eventually to the firm's failure.

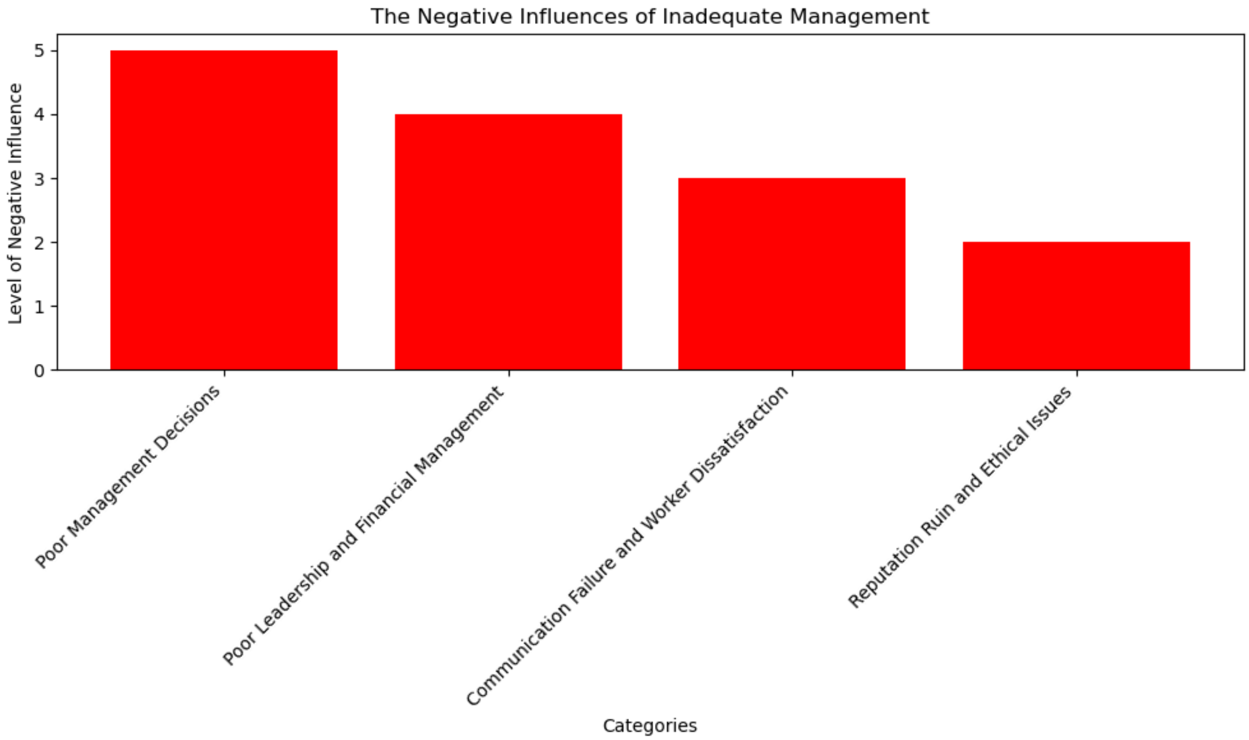
Reputation Ruin and Ethical Issues and How Enron Was Affected

The worst thing? Bad management can also dent a company's image. Picture a restaurant with impolite waiters and dirty tables. Even though the food may be very good, people will not come again. The same applies to businesses. Unscrupulous conduct, failure to address safety issues or just some bad customer experiences in a row could taint the reputation of a business organization making it harder for it to attract clients and investors.

Enron is an energy giant that has become a cautionary tale for corporations alike—its managers cooked their books masking colossal debts and misleading shareholders. These unethical deeds ruined their name resulting in insolvency.

Strong Management: The Invisible Glue

By now we know that strong management is like invisible glue holding together any company. It may not be the brightest part, but it does matter in business success. How can firms avoid this pitfall? Instead of what/what else then should companies strive for? For instance, they should focus on effective communication strategy, and proper planning as well as create positive work environments. Once established, such a basis helps businesses go through challenging times while still soaring high to great heights.



The above chart states clearly the mentioned bad effects

How Management Affected Successful Companies: Google and Toyota (8)

So, we have talked about the definition of management and how it can enhance the company either in a positive way or negative and. In these sections of the research, we will mention some companies that used good management techniques that enchanted the company's output and its ability to compete in its market.

Google: The Master of Search Engines

First, we will mention one of the best companies in the tech industry "Google".

Google is one of the best companies in using creative thinking to make the company better in all ways, and as the author of the book "How Google Works" says, Google is not a typical company that has strict rules in how managers treat “their employees. In a company like Google, there is no special authority or significant influence over the work, and the way the people in the company treat each other is like family members, which means that they can directly discuss work-related matters with quick transparency. That makes communication in the company far better than in most companies. Another management technique that Google uses to compete in the tech industry is the leadership roles that the managers play. The managers at Google don’t only boss their employees; they also lead their employees and encourage them to get the most out of themselves to enhance the output of the employees. Employees at Google don’t work like ordinary employees, but Google gives them a sense of ownership of their work and makes them feel like the work is for them, not for other people. Google would not have gotten to where it is without good leadership and management techniques.

Toyota: Inexpensive and High-Performance (9)

In the second, you will go to a field that is filled with exhausts and engines. We will talk about one of the best companies in car manufacturing. We will talk about Toyota Toyota is a leading company in manufacturing cars that make reliable and affordable cars. Toyota would not be a good manufacturer without good management techniques.

One of them is “Supply Chain Management (SCM)”, which plays a crucial role in manufacturing the cars and ensuring that everything is there for the car to be manufactured. Another management technique is continuous improvement. Continuous work and improvement encourage employees to improve themselves day after day to become their most successful selves. This summary of what made Toyota one of the best companies.

In summary, we have some companies that have had brilliant success over the past couple of years, and in the next section, we will discuss the improvements that some companies can make to improve the output and efficiency of the company.

What Does It Take to Reach Success? (10)

Introduction

On the journey for excellence and sustainability, modern organizations must steer a lengthy series of challenges and opportunities. This broad section makes the introduction of the fundamental characteristics that are necessary for any organization aiming to not only succeed but also to make a contemporary effect in the world. We will examine the varied nature of organizational success, which includes employee empowerment, customer focus, effective communication, clear vision and mission, and the ability to be agile and adaptable in an ever-evolving business environment. Furthermore, we will investigate the realm of social responsibility, delving into how businesses can boost their impact beyond the bottom line to foster environmental sustainability, social influence, and ethical conduct. These characteristics are not separate virtues but are deeply relevant, each consolidating the other to build a strong framework for continuing success.

The Characteristics of Successful Management

As we analyse these characteristics, we will draw analogies with industry giants like Google, Amazon, and Meta, while also providing actionable understanding for smaller organisations struggling to carve their niche. The quest towards constructing a successful organisation is endless, requiring a culture that fosters talent, adopts change, embraces innovation, and upholds responsibility. Join us as we unravel the pattern for building an organisation that is not just profitable, but also progressive and principled, ready to shine in the middle of the rapidly changing global landscape.

There are some characteristics that a successful organisation should apply in their work to achieve higher outputs, which we're going to discuss, such as:

Employee Empowerment

This characteristic emphasises that every organisation should give its employees some space to innovate and create creative ideas. Employees need little trust from their managers to take this risk, to take a step and try to create and find another solution that may not be helpful, but they should not be afraid of failure, to be fearless, and to try their ideas freely. As I said, managers should trust them and believe in their expertise. Not only should you trust your employees, but you should also give them what they deserve when they reach their goals, whether big or small. You should celebrate and encourage them to give them the motivation and satisfaction they need, and you should also show them that their impact matters.

Customer Focus

which is to listen to their customers, because they are the reason for the success or failure of the organisation. They have a significant impact on decision-making, which affects the whole organisation. You should listen to their feedback and take it seriously because making your customers smile makes you smile.

Effective Communication

Two-way communication is a crucial characteristic that every organisation should put into perspective if they want to get advanced. There are some approaches to attain that, such as managers actively listening to their teams, sharing information openly, and making sure everyone is on the same line. Eventually, the organisation will build a united society that has a clear direction and vision.

Clear Vision and Mission

As mentioned previously, having a clear vision and a set goal is essential to leading the organisation into success because a road trip without a map can easily turn out chaotic, especially in big organisations, which are hard to maintain. Here is where we find that having a clear vision and effective communication is irreplaceable to achieving success. Vision is the goal, the objective you want to achieve, while the mission is taking the vision and asking “how?” by breaking it into actionable steps, so by communicating, the members of the organisation can follow it to achieve the vision.

Agility and Adaptability

The business world is continuously changing; new technologies arise, customer preferences shift, and challenges come up. Organisations that can't be pre-prepared are at risk of falling behind. That’s why agility and adaptability are vital characteristics of almost all organisations. Talented employees, as mentioned above, are more likely to identify chances for getting advanced and take initiative. Effective communication, a two-way street, is even more crucial for agile organizations. Constantly solicit feedback from employees and customers to identify areas for advance and adjust the course as needed. Flexible Processes Rigid processes can hinder agility. Embrace a test-and-learn approach, allowing for experimentation and rapid iteration.

Innovate: The Growth Engine

To empower employees, successful organisations have innovatively improved on this foundation.

Recognising Risk-Taking

Quite often, innovation requires individuals to go outside their comfort zones. Ask workers to calculate risks from mistakes and triumphs, appreciating everything they try out.

Focus on R&D

For purposes of research and development (R&D), assign resources towards either internal innovative labs or external liaisons with different research entities.

User-Focused Design

Getting at what consumers want is the surest way for innovations to happen. In the course of inventing new things, ask customers what they think before you finalise anything to better understand your market.

Social Responsibility

Long-term sustainability can go beyond profits. Contemporary businesses recognise that they have influence.

Environmental Sustainability

Adopt strategies aimed at reducing your ecological footprint. This characteristic can reduce losses, go green in processes, or come up with sustainable products.

Sociable Effect

Make your organisation's objective compatible with a sociable matter you care about. These engagements may include engaging in voluntary activities, fostering local communities, and lobbying for positive changes in society.

Ethical Conduct

Maintain high ethical standards throughout all business dealings. These encompass fair labour practices, responsible sourcing, and being transparent to all stakeholders.

What Will be The Advantages of Integrating These Characters?

By cultivating agility, innovation, and social responsibility alongside the strong foundations you've outlined, your organisation will be well-positioned to navigate change, drive growth, and contribute to a better future. Remember that these characteristics do not exist separately; they are integrated. An agile and adaptable organisation is more likely to succeed in implementing innovative solutions. A focus on sociable responsibility can attract skilled employees and loyal customers who hope to align themselves with their values by associating themselves with the company.

Successful Organisations Followed The Previous Steps

The characteristics mentioned can be detected in almost any successful organisation, such as Google, Amazon, or Meta. For small organisations to attain their objectives, they must put these characteristics into perspective, attain them, and take the necessary steps to ensure they're valid for the company's workflow, state the rules to work around them and support employees to strive for them to construct a society where every employee knows their place and role.

Conclusion

Overall, constructing a successful organisation is an endless process. By fostering a culture that develops the skills of the employees, adapts to change, prioritises innovation, and acts responsibly, you can build a dynamic and sustainable organisation that grows in the ever-changing world.

Summary of How The Giants of The Industries Reached The Top Levels

The following is a proof summary of how Toyota and Google reached the top levels.

Google Management Practices

Google ensures that creative thinking and a work environment where workers are motivated to evaluate work matters transparently. Leadership specialities at Google concentrate on guiding and motivating employees not just task delegation. This technique empowers a sense of ownership between workers, improving productivity and creativity.

Toyota Management Approaches

Toyota is superior in supply chain management and endless enhancing, famous for manufacturing fantastic and inexpensive cars. Constant enhancement is fixed in Toyota's culture, encouraging employees to struggle for individual and professional improvement every day.

After the proof view of the giants' way, we briefly re-mentioned the key aspects of successful organisations

Main Aspects of Successful Organizations

Employee Empowerment

Encouraging creativity in ideas and risk-taking between employees by believing in their experience and rewarding their accomplishments to improve performance.

Customer Focus

Listening to customer feedback and combining it into decision-making operations to emphasise customer contentment.

Effective Communication

Open and transparent communication channels throughout the organization to make sure that adjustment with the company's oversight and objectives is achieved.

Clear Vision and Mission

Having clear leading and dividing long-term aims into accomplishable steps for employees to follow.

Flexibility and adaptability

The capability of adapting to continuously changing business environments by boosting flexibility and adaptability in operations and decision-making.

Innovation

Encourage innovation through risk-taking, R&D, and user-centered design.

Social Responsibility

Prioritising ethical behaviour, environmental sustainability, and social effects brings financial success.

Execution: For Small Organizations

Small organizations can reach success points by adopting and fostering these aspects and making their workflow follow these steps. Motivating employees to foster these principles and align them with the company's vision and goals is crucial for success.

Employee Empowerment

Successful organizations motivate their employees by giving them the freedom to innovate and take risks. Motivated employees are more effective which causes boosting innovation and productivity.

Introduction

The following sections examine the pivotal role of leadership in fostering or hindering corporate success. Through a comparative analysis of distinct prominent corporations that faced significant financial crises, we will analyse the prevailing obstacles related to poor leadership approaches. The case studies will explore companies from several industries, encompassing finance, retail, technology, and telecommunication, to illustrate the extensive influence of leadership decisions across differing sectors. By inspecting the contributing factors to these companies' downfalls, we aim to demonstrate the important qualities of effective leadership and their critical role in assuring organizational sustainability.

Enron's Horrible Leadership

Enron. The first is characterised by the large-scale financial scandal that took place in 2001 and emerged as the issue of the company's fraudulent accounting practices, which turned its real state of insolvency and billions in debt. Fraudulent financial transactions were part of unethical behaviour by the top leadership, such as dummies for debt. Management at all levels also failed to cultivate an organisational culture of ethical decision-making and protect against corruption. (11)

Lehman Brothers: The Financial disaster

Lehman Brothers is another example of a major ruin in the financial sector. The company's primary reason for filing bankruptcy consisted of a massive amount of debt, liquidity, and assetside weaknesses. The Lehman Brothers' top managers acquired a vast amount of high-risk investments that they later deemed inadequate and failed to monitor. The last outstanding reason for going out of business was the company's failure to respond to the mortgage market's burst in 2007. This mismanagement of current situations in the market led to Lehman's decline in 2008. (12)

Toys R Us's Misery Fall: External and Internal Pitfalls

• Toys "R" Us was severely affected by the changes surrounding the retail sector, including the growing competition from the e-commerce market and the development of consumer behaviour trends.

• The company had strategic planning, staff management, and inventory policy problems and failed to find its place in the evolving retail market successfully.

• Debt accumulation, mounting competition challenges, and various competitive pressures resulted in the company filing for bankruptcy and refusing to continue the operations of open stores. (13)

WorldCom's Setback: Accounting Deception and Internecine Greed
WorldCom:
• WorldCom, a global telecom firm that ranked among the largest in the world, imploded in 2002 when the top management orchestrated an accounting fraud that led to the manipulation of the company's massive assets, which were later discovered to be the biggest bankruptcy of its kind at the time. (14)

Those were some corporations in the former era. Now we will move on to other companies which we measured their failure in the modern era.

Decline of Arthur Andersen: From Top Five to Cessation

The firm, named Arthur Andersen, is one of the Big Five accounting companies that provide accounting and audit services to customers worldwide. In the global ranking of accounting firms, Arthur Andersen was one of the "Big Five," but it was afflicted by a terrible crisis in 2002 due to its involvement in the Enron scandal. The firm's solid executive team did not effectively control auditing activities and supported vicious acts, causing its indictment and final cessation. (15)

Bear Stearns: Poor Financial Management

Bear Stearns, A company that went into the same bath, was another victim of the financial setback. In 2008, Bear Stearns, the famous investment bank, seriously sank into financial troubles and, eventually, had to be acquired by JPMorgan Chase with some assistance from the government. It was plunged into such an abyss as a result of its poor risk management and feeble top-level vision throughout the subprime mortgage setback. (16)

Blockbuster: Underdeveloped Decisions

As well as the company Blockbuster, a major player in the video rental industry, used to be a big deal. Nevertheless, they didn't keep up with what people desired and the new technology that people became familiar with, like Netflix and other online streaming services. The people responsible for making important decisions didn't make very good choices, and they didn't come up with any new ideas. Because of this, Blockbuster ended up going bankrupt in 2010. (17)

Sears: Lack of Adaptability and Agility

And if we look well, we will see a firm named Sears Holdings Corporation has faced a disaster in the past few years, mainly attributed to inadequate management. The company had downturns aligning with the randomly changing landscape and shifts in how consumers shop, resulting in problems in competing with e-commerce platforms and other prominent retailers. (18)

Woolworths's Another Failure Owing to Poor Decision-Making

In the same field of failure of management, we find Woolworths a company faced challenges primarily attributed to management as senior executives made decisions and implemented ineffective strategies. The company struggled to manage its debts over time. Could not attain the required growth to sustain competitiveness in the market. (19)

A Perfect Failure: The Way Market Shifts, Mismanagement, Missed Chances Led to Abyss

Administrative failure also affected the life of a company named Compaq faced challenges that led to its downfall, such as management and an inability to keep up with progress. The company struggled to create strategies in the evolving IT market. Moreover, the acquisition by HP further worsened Compaq's performance, leading to a decline in market share. (20)

Inability to Stand Against Revolutionary Landscape of Bussiness

We should also know that what happened to previous companies also happened to this company. Nokia, a player in the mobile phone industry, faced challenges competing in the smartphone market because of inadequate strategic choices and a lack of rapid innovation. The company's management did not foresee the trend towards smartphones, leading to a decline in market presence and eventually being acquired by Microsoft. (21)

Yahoo's Cautionary Story: Fatal Rejection

Yahoo began its operations in the field of search engines before Google. They decided at the time that seemed good to them then, but in hindsight, it wasn't a wise decision. They decided to expand into search, email, work, and games, which led them to go bankrupt twice in a row. They also had an opportunity to buy Google for They also had an opportunity to buy Google for $1 billion, but the managers at the time believed that $1 billion was too much, so they hesitated. billion, but the managers at the time believed that They also had an opportunity to buy Google for $1 billion, managers at the time believed that $1 billion was too much, so they hesitated. billion was too much, so they hesitated. Consequently, Google's value tripled to $3 billion. Yahoo then had another opportunity to buy Facebook at its inception for $1 billion, but they refused. Afterwards, Microsoft offered to buy Yahoo for $44.6 billion, but they rejected it. Consequently, Yahoo's track started to downturn and a company named Verizon bought it for $4.8 billion. This downturn can be blamed on the top management's poor decision-making. (22)

Conclusion

management plays a pivotal role in driving organizational success. It involves the process of establishing plans, regulating, guiding, and restraining resources to accomplish organizational aims. Effective management applications can assist organizations in driving through complicated obstacles, size chances, and earning continuous development.

The contribution of management to the success of an organization is very valuable and includes a large vital component. Firstly, management must monitor the track and longing of the entity. This comprises creating the entity's messages, purposes, and objectives, as well as conceiving the strategies and patterns to carry out them. Secondly, management is assigned to the productive and adequate distribution of the entity's resources. This imposes the formation and implementation of structures and techniques to supervise the entity's commercial, manpower, technology, and other resources. Thirdly, management is responsible for directing and acquiring the entity's human resources. Lastly, management is responsible for the observation and direction of the entity's performance.

With skilful management techniques, entities can establish their guidance and foresight, elevate their resource usage, train their workforce, and supervise their performance. The achievement of suitable management techniques allows organizations to accomplish sustainable growth, generate stakeholder value, and utilize a profitable impact worldwide. Therefore, organizations must prioritize effective management practices and invest in the development of their management teams. The success of an organization is directly correlated with the effectiveness of its management, and with the right approach, management can lead an organization through the conflicting waves of the market towards continuous growth and success. Effective management is crucial to the success of any organization. Management plays a critical role in ensuring that the organization can achieve its goals and objectives. It is the responsibility of management to develop and implement strategies and plans that align with the organization's vision and mission. In addition, management is responsible for guiding and directing employees, ensuring that they are motivated and engaged, and providing them with the necessary resources and support to perform their jobs effectively. Effective management also involves monitoring and evaluating the performance of the organization and its employees and making necessary adjustments to improve overall performance. Ultimately, the success or failure of an organization is largely dependent on the quality of its management and its ability to lead and inspire the workforce towards achieving the organization's goals. effective management also plays a crucial role in ensuring the sustainability of an organization. With the help of effective management, organizations can respond to changes in the market and adapt to new circumstances. This is because effective management practices enable organizations to be flexible and agile, which is essential in today's fast-paced and ever-changing business environment. Moreover, management also plays a key role in maintaining a positive organizational culture. A positive culture fosters innovation, collaboration, and employee engagement. A positive culture not only results in higher levels of employee satisfaction but also leads to better business outcomes. Employees who feel valued and engaged are more likely to go the extra mile and contribute to the organization's success. In addition, effective management practices can help organizations attract and retain top talent. This is because good management practices create a positive work environment and provide employees with growth and development opportunities. In conclusion, effective management practices are crucial to the success of any organization. Organizations must invest in the development of their management teams and prioritize effective management practices to achieve sustainable growth, generate stakeholder value, and have a positive impact on the world. Through skilful management techniques, organizations can establish their guidance and foresight, elevate their resource usage, train their workforce, and supervise their performance, leading them towards continuous growth and success.

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