Bringing Theory And Practice Together To Implement A Plan To Improve Poor Management

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Introduction

POOR MANAGEMENT: ITS ESSENCE & DAMAGING EFFECTS (SHATURAEV, 2022)

NECESSITY FOR IMPROVED MANAGEMENT STRATEGIES

RESEARCH GOAL: SYNTHESIZE THEORY AND PRACTICE FOR A COMPREHENSIVE IMPROVEMENT PLAN

Research Questions

How does poor management impact businesses and employees?

How can we improve poor management effectively using a research-based approach?

To answer these questions, we have extensively reviewed the existing literature, identified gaps, and formulated an evidence-based framework for reducing poor management?

Literature Review: Effective Leadership

- Current conceptions of leadership: Shift towards employee-centric approaches (Anlesinya & Amponsah-Tawiah, 2020)
- Emotional intelligence's role in leadership (Denicol et al., 2020)
- Inclusive leadership for modern organizations (Kaliannan et al., 2023)

Literature Review: Communication

- Shet (2020) underscores the value of effective communication
- Crucial for aligning team objectives and fostering a sense of unity
- Clear communication builds trust and promotes a collaborative environment
- Significant role in averting mismanagement (Shet, 2020)

Theoretical Framework - Emotional Intelligence

Theoretical Framework - Inclusive Leadership

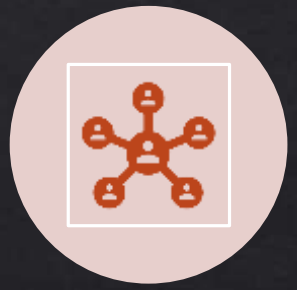
Inclusive leadership: A novel approach (Kaliannan et al., 2023)

Key features: Inclusion, value for diversity, cooperative environment

Outcome: Enhanced team performance, less management issues

Theoretical Framework - Effective Communication

Communication: Key to successful management (Shet, 2020)



Influence on employee morale, productivity, and organizational cohesion

Theoretical Framework - Integration

- Emotional intelligence, inclusive leadership, effective communication: Triad for successful management (Shet, 2020; Luna-Arocas et al., 2020; Kaliannan et al., 2023)
- Positive impacts on employee engagement, productivity, and overall business performance

Techniques for Improvement - Emotional Intelligence

- Anlesinya & Amponsah-Tawiah's (2020) approach to emotional intelligence promotion.
- Techniques include mindfulness training and EI workshops.
- Employee counseling sessions to address emotional distress.
- Empathy exercises to understand others' perspectives better.

Techniques for Improvement - Inclusive Leadership

- Emphasize the value of every team member (Kaliannan et al., 2023)
- Cultivate an environment for open dialogue and collaboration
- Encourage diverse perspectives and ideas
- Build trust and respect among team members
- Monitor and foster team performance

Techniques for Improvement - Teamwork

Leveraging	Leveraging diversity for synergy (Luna-Arocas et al., 2020)
Building	Building trust among team members
Promoting	Promoting open communication and collaboration
Empowering	Empowering team members to take decisions (Luna-Arocas et al., 2020)
Encouraging	Encouraging shared accountability

Techniques for Improvement - Case Studies

Real-world implementation of these tactics: Successful examples (Nguyen et al., 2022; Eadie, 2018)

Direct impact on organization’s performance and growth

Comprehensive Plan for Management Improvement

Creating an integrative approach to address poor management (Bryson, 2018; George, Walker, & Monster, 2019)

Adjustments for specific organizational contexts

Addressing potential implementation challenges

Conclusion

- Urgency of addressing poor management and potential repercussions (Levine, 2018)
- Synthesis of key findings from literature, theory, and practice (Stratoudakis et al., 2020)

Future Research and Suggestions

- Proposing further studies on management quality variables (Shet, 2020)
- Evaluating scalability and adaptability of the proposed plan
- Need for long-term research on the plan's efficacy in various organizational and cultural contexts (Eadie, 2018)

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