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## POM Assignment

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What great manager does HBR by Marcus Buckingham.

Summary:

Much has been written about the qualities that make a great manager, but most of the literature overlooks a fundamental question; what does a great manager actually do? While there are countless management styles, one thing underpins the behaviour of all great managers. Above all, an exceptional manager comes to know and value the particular quirks and abilities of her employees. She figures out how to capitalize on her staffer's strengths and tweaks her larger ~~sees~~ goals.

Such a specialized approach <sup>may</sup> seem like a lot of work. But in fact capitalizing on each person's uniqueness can save time. Rather than encourage employees to conform to strict job descriptions that they may include tasks they don't enjoy and are not good at, a manager who develops position for his staff members based on their unique abilities will be rewarded with behaviours that are far more efficient and effective than they would be otherwise.

This focus on individuals also makes employees more accountable. Because staffers are evaluated on their particular strengths and weaknesses, they are challenged to take responsibility for their abilities to have them.

Capitalizing on a person's uniqueness also build a stronger sense of team. By taking the time to understand what makes each employee tick, a manager who is great shows that he sees his people for who they are. This personal investments not only motivates individuals but also galvanizes the entire team. Finally, this approach shakes up existing hierarchies, which leads to more creative thinking.

To take great managing from theory to practice, the author says you must know three things about person:

- i) Her strengths.
- ii) Triggers that activate those strengths.
- iii) How she learns.

By asking right questions, squeezing the right triggers and becoming aware of employees' learning styles. You will discover what motivates each person to excel.