Ranking characteristics of technical people (SLO 2.1, 2.2)

Matrix explanation:

In my matrix I used the “ideal” manager that I have in my head. All my prior jobs were very close to freelancing and thus I didn’t really have a managing figure. Instead, I had a list of things to accomplish and provide. Anyways I built the manger in the excel matrix to follow the needs and demands that a good workplace should have but as you will probably notice it is extremely biased by my perception of what a good employee should be. (aka my “ideal” manger is not a leader because I don’t think employees should have to be pushed to do the job they were hired for.)

So, going along with that you can see that the manger differs from me and many aspects of the matrix. Most notably are the topics that involve opinions, decisions, and how their work contributes to the organization that they work for. After reading through the different chapters that we have already been assigned it think it’s very clear that the difference between a manger and an employee is their concern their work has on the organization. Employees don’t often think about the organization, instead they rather think about how their work represents them to their managers. This becomes more apparent in the matrix diagram when you look at the largest rank differences. Some include personal development of skills and ability to stay current on information in the workforce. In other words, I an employee as a more selfish figure in the workplace because after all they need to standout against others that could be seen as more efficient and better to their managers.

Leadership vs Management explanation:

That point also brings up one of the more important parts of management. In order to keep employees motivated and doing their best work they need to feel that there is a sense of level competition. This means that managers need to show the difference in employee performance just a little to show the standards that works need to adhere too. This is where leadership comes into play for managers. Much like a on a battlefield, managers must guide their troops to their object but not so much that competition and difference in performance is affected.

Now of course this is my “perfect” view of a manger but often leadership is not a huge factor in management as described in chapter 3. Typical mangers don’t encourage their employees to branch out and work harder, and instead focus more on the bottom line of the project. Meaning, when will it be completed, what is our relative speed and efficiency, how does it affect the organization? These are often seen as short-term goals that are only on a project basis and not long-term performance perspectives.

A leader on the other hand is someone that is highly involved in the performance, opinions, and wellbeing of their employees. This makes their involvement in the employees’ day to day work very high and takes lots of hands-on attention. In some organizations the “typical manger” and the “leadership manager” are two entirely different people because they focus on different parts of the organization. For example, a project manager might seem like someone that would focus more on the actual work but in many instances, I have seen them cast into the more “leadership manager” role where they are more concerned about their employees longer term performance then the project that they are currently assigned too.