Good management - what is your definition? Discuss

Megginson, Mosley, and Pietri define management as ‘working with human, financical and physical resources to achieve organizational objectivies by performing the planning, organizing, leading and controlling functions’. According to Harold Koontz,’Management is an art of getting things done through and with the people in formally organized groups. It is an art of creating an environment in which people can perform and individuals and can co-operate towards attainment of group goals’. F.W. Taylor says, that management is an art of knowing what to do and see it is done in the best getting and cheapest way. So, different management thinkers have defined “management” differently. Of course I agree with all of this people minds , but besides I can highlight the main qualities of a good management in my opinion. A good manager is the core aspect of the success of any company. But who is “ a good manager”?

One of the most important functions of management is planning. Regulator tells what to do, how to do , when to do and in what time frame you need to do it all. A good manager must imagine all the stages of planning the execution of the work, so that subordinates and performers do not break the deadlines, It usually happens if you do not have some kind of time reserve, because there are always some ambushes and some unforeseen circumstances. And there are statistics that organizations that use strategic planning in the long term are more financially successful than organizations that do not use strategic planning. Let’s say there are manager and some employees. A good manager must clearly explain to them what he wants and show the plan on paper as a task. It is necessary to think over all possible deadlines, all stages of work, possible ways to retreat in case of a collapse (one of the developers will break the deadline or quit). The better you work out the work plan, the more predictable and expected result you will get. Good planning can save you time and money and get the job done as planned. It helps to ramp up worker productivity.

The next important aspect is motivation. One of the job responsibilities of every manager is motivation, i.e. a good leader must motivate his staff and do it in every possible way. This can be financial motivation (bonus, penalty), offering career training or building sports facilities and, of course, a personal example. The manager's task is to find an approach to each of the employees. Someone will need a flexible work schedule, someone needs to have their own seal and the ability to sign important papers, while others will need public praise.

As for the organization, employees should be provided with all possible conditions and all possible resources that may be required: a workplace, materials, i.e. the employee should work normally and not be distracted by things that are not directly related to work. It also includes a coordination function, which means that the manager is the person who brings together all possible stakeholders. That is, when it comes to a project, there are many people involved.

Obviously, a manager must be able to communicate with people, he must be able to clearly express his thoughts, he must be communicative and energetic enough to bring the project to the end.

The next function is control. Manager must definitely control his performers. That is, if he told them what to do, inspired them and provided with everything they need, there is no guarantee that even motivated employees would do it on time, there is no guarantee that everything will be done with high quality. Therefore, a good boss should control and check everything, because if you lower control, then most likely discord and some problems will begin. If you completely trust people, but do not control or verify their work, then you may face the fact that you can be deceived. The quality of work of employees may also deteriorate. If there is no control, then there is no control, because if there is no control, then sooner or later everything will start to fall apart. A good manager not only trusts, but also checks, because this is his direct job.

One person can not be good at all these guises, so a good manager can delegate his powers, that is, what he is not very good at, he instructs his employees or organizations to be done by professionals.

Do you want to be a good leader? Then you must be able to plan, clearly see the result that you should get. You must clearly state this on paper, make sure that all departments or all people who are involved in the project are working together. You have to provide them with everything they need, inspire them and, of course, you have to control and check everything.

Sources:

https://www.managementstudyhq.com/what-is-management.html