**Managements Models**

**Funny Management by … definitions in German:**

Management by Katze: Beide Pfoten auf den Tisch legen und auf die Mäuse warten.

Management by Moses: Volk in die Wüste führen und auf ein Wunder hoffen

Management by Nilpferd: Selber bis zum Hals im Dreck stehen, ab und zu das Maul weit aufreißen und dann abtauchen

Management by Orgel: An den wichtigsten Stellen stehen die größten Pfeifen.

**Important Management by … definitions:**

* Management by Objectives
* Management by Exception
* Management by Results
* Management by Delegation

Management by projects/programs can cause resistance to change in a hierarchical/matrix company, as it requires a flat organizational structure. It also requires new skills, processes and clear roles and responsibilities. It may also increase communication and coordination needs.

**Management by Project:**

Management by Projects: It is a method of project management where a project manager is responsible for carrying out the project from start to finish and ensuring that the goals, schedules, and budget constraints are met.

* Involves organizing and managing work around specific, defined projects
* Not around functions or departments
* is often used in organizations that need to complete complex, one-time tasks or initiatives (product development, construction, research, development)
* **key elements:** clear goals, define roles and responsibilities, project plan, communication and collaboration among the team members

The **ultimate goal** of "Management by Projects" is to deliver projects **on-time, on-budget**, and to the **satisfaction of stakeholders**.

**Management by Programs:**

Management by Programs: It is a method of project management where multiple projects are grouped together into a larger program in order to maximize the goals and benefits of the organization.

* organizing and managing a group of related projects
* achieve a common strategic objective or a set of objectives
* extension of Management by Projects
* **key elements**: clear program objectives, defined roles an responsibilities, program plan, effective communication and collaboration among the team

The **ultimate goal** of "Management by Programs" is to achieve the program objectives while delivering the related projects **on-time, on-budget**, and to the **satisfaction of stakeholders**.

**Portfolio Management:**

Portfolio Management: It is an approach to managing projects, programs, and other work packages to ensure that the organization's resources are used optimally and business goals are achieved.

Portfolio management is the process of selecting and overseeing a group of investments that align with an individual or organization's goals and risk tolerance. This can include selecting assets such as stocks, bonds, real estate, and alternative investments, as well as monitoring and adjusting the portfolio as market conditions change. The goal of portfolio management is to maximize returns while minimizing risk.

**Corporate Management**

Corporate management refers to the entirety of decisions and activities aimed at achieving the goals of the organization. Personnel management refers to the way in which the organization manages its employees, including promoting motivation, performance and collaboration.

**Leadership of companies:**

Leadership of companies refers to the management and direction of a business or organization. This can include setting goals and strategies, making decisions, and overseeing the day-to-day operations of the company. A leader of a company must be able to inspire and motivate employees, while also making difficult decisions and taking calculated risks. This is a key role in the success and growth of a company.

**Leadership of humans:**

Leadership of humans refers to the ability to **inspire, motivate, and guide** individuals or groups of people. This can include **leading teams, mentoring others**, and **helping people develop their skills and abilities**. A leader of humans must be able to **connect with others** on a **personal level**, understand their needs and motivations, and **help them reach their full potential**.

**Leadership of companies** is focused on the **success and growth of the organization**, while **leadership of humans** is focused on the **development and success of the individuals** within the organization.

**Management Models:**

* The hierarchical management model:
  + Centralized authority
  + Clear chain of commands
  + Maintaining stability
  + Consistency
  + Inflexible
  + Slow to respond to changes
* The matrix management model:
  + Formation of temporary teams (work on specific projects)
  + Rapidly changing environment
  + Flexible and innovative
  + Difficult to implement and manage
* The flat management model:
  + Decentralized structure
  + Lack of formal hierarchy
  + More democratic and empowering for employees
  + Less efficient in making decisions
* The Lean Management model:
  + Continuous improvement
  + Reduction of waste
  + Maximizing efficiency
  + Effective in manufacturing industry (Toyota)
  + Difficult to implement in other industries

When you start your own company with a conveyor belt the lean management model would fit best:

* Continuous improvement
* Reduction of waste
* …

You can manufacture more efficiently and you don’t need to look after your employees that much because the work is done automatically.