

PRACTICAL GROUP PRESENTATION

Lecturer: Charles Oham

PRESENTERS:

Alfred Olatunbosun Ojekere (2226760)

Deyana Anachkova (2224251)

Anamaria Martean (2329441)

Sevastian-Alexandru Dragos (2224309)



OBJECTIVES of Our Presentation

- **About MANGMENT:** - Principles
 - Functions
 - Roles
- Managerial **Behaviours** according to Robbins (2020):
 - **Managerial Roles**
 - **Management Skills**
- **Conclusion** (in partnership with OUR GLOBALISATION Group)





Introduction: - MANAGEMENT

Overview



Historical
Functional
Roles and Skills
Challenges in Management

Alfred Olatunbosun Ojekere (2226760)



Definition of Management

Behavioural Definition is "the act of getting things done through people" (Follet , 1926)

Modern Definition is about “doing things right and doing the right things” (Drucker, 1954)

Contemporary Definition is defined as “the process of designing and maintaining an environment in which individuals, working in groups, efficiently accomplish selected aims” (Koontz & Weihrich, 2010)

MANAGEMENT: Principles, Functions, Roles and Behaviours

References

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Koontz , H., & Weihrich , H. (2010). Essentials of Management: An International Perspective. McGraw - Hill Education.



**Deyana
Anachkova
(2224251)**

**Managerial ROLES
&
Managerial SKILLS**

Managerial roles



- **Figurehead** - social, symbolic and legal responsibilities
- **Leadership** - oversees performance of staff
- **Liaison** - link between different departments for smooth operation
- **Monitoring** - observes and analyses current operations and detects potential problems
- **Disseminator** - passes on information to the necessary person or department
- **Spokesperson** - speaks for the company in front of new or potential customers
- **Entrepreneur** - implements new ideas and processes to stay in competition in the market
- **Disturbance handler** - helps resolve issues between members in the company, handles breach of contracts, deals with people leaving the business
- **Resource allocator** - provides necessary help in certain sectors of the company where needed
- **Negotiator** - negotiates prices, delivery times, resources and/or staff members

Managerial Skills

- **LEADERSHIP** – ability to take action and control
- **COMMUNICATION** - ability to speak clearly, give feedback, and listen.
- **DECISION-MAKING** - making timely and educated choices benefits the team
- **PROBLEM-SOLVING** - assess problem, find solutions and solve them quickly
- **ADAPTABILITY** - adapt to change and alter plans fast



- **TEAM BUILDING** - build teams, collaborate and recognise strengths.
- **TIME MANAGEMENT** - set deadlines, prioritize and maximize time.
- **EMOTIONAL INTELLIGENCE** - learn to control emotions, empathise with teammates and create trust
- **CONFLICT RESOLUTION** - address disputes quickly, resolve them and keep the team happy
- **STRATEGIC THINKING** - plan ahead, define strategic goals and link team activities with organisational goals

Ellinger, A.E. and Ellinger, A.D. (2014) 'Leveraging human resource development expertise to improve supply chain managers' skills and competencies', *European journal of training and development*, 38(1/2), pp. 118–135. Available at: <https://doi.org/10.1108/EJTD-09-2013-0093>.

Anamaria MARTEAN (2329441)

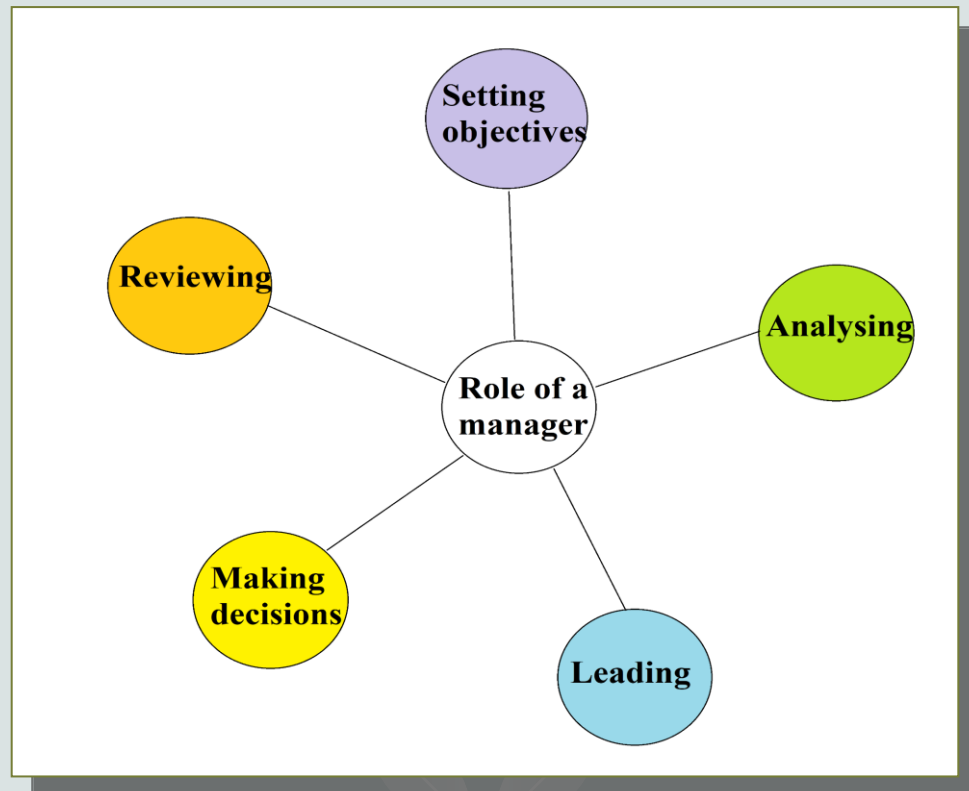
Managerial Behaviour Towards Employees

Managerial behavior towards employees





Managerial roles



- The managers focus on driving the employee's performance
- They even motivate them to achieve their goals (Alnuaimi et al., 2021)
- The managerial roles are mainly included leading, setting objectives, making decisions, and even reviewing



Managerial roles



- Managers encourage their employees to mirror their work ethics as well as actions.
- Managers mainly promote open communication to connect with the employees (Kravariti et al., 2022)
- They increase the engagement of the employees by conducting regular meetings.

Managerial skills

- Communication skills include collaboration, active listening, interviewing, and others.
- Leadership skills include effective adaptability as well as flexibility (Stek and Schiele, 2021)
- Strategic thinking skills that include forward planning

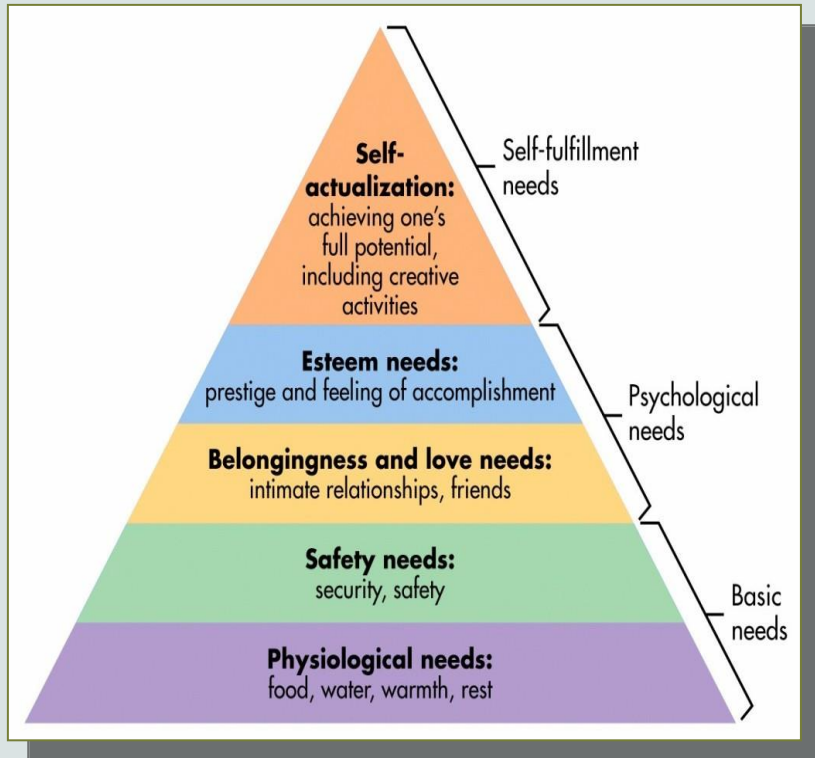


Managerial skills

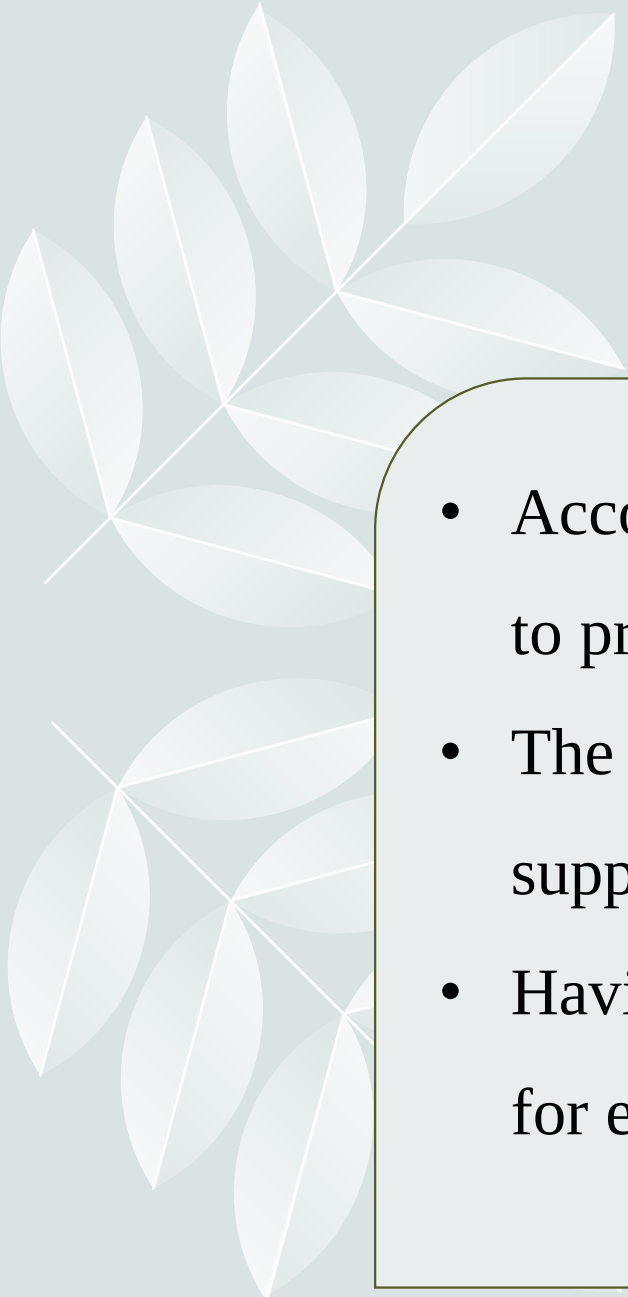
- Interpersonal skills included the development of effective communication
- Personality and even attitudes for analysing differences among individuals (Zuñiga-Collazos et al., 2019)
- Knowledge about workplace discrimination for addressing the issues related to inclusion and diversity



Managerial behaviour towards employees



- Focusing on Maslow's hierarchy theory, managers need to focus on the psychological needs of the employees (Chiponde, Gledson, and Greenwood, 2022)
- To meet psychological needs, managers need to show the authentic behaviour
- They even need to show genuine interest in fellow employees

A decorative graphic of stylized, overlapping leaves in various shades of light green and white, positioned on the left side of the slide.

Managerial behaviour towards employees

- According to situational leadership theory, the manager even needs to provide encouraging behaviour toward the employees.
- The transformational leadership style among managers helps in supporting the employees (Khaola and Rambe, 2020)
- Having this style even helps them innovate and develop new ways for employees to improve organisational success.

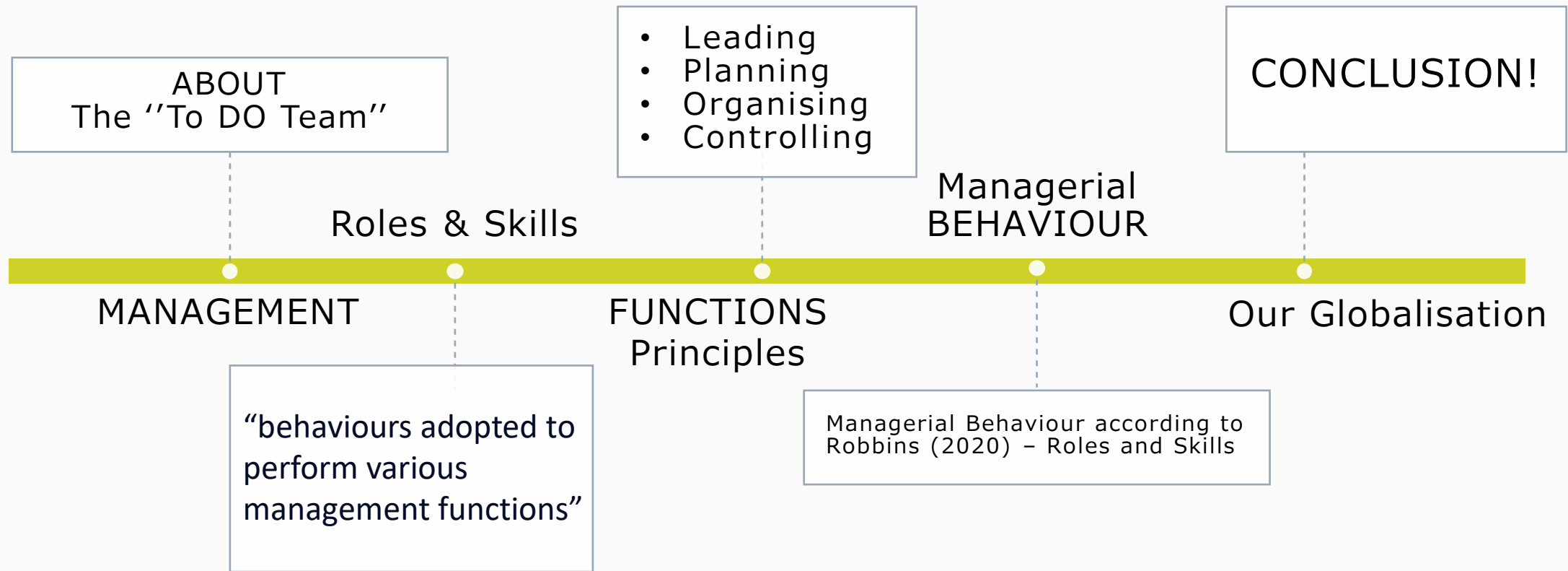
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Thank you

Anamaria MARTEAN



Summary

THANK YOU



Alfred
Anamaria
Deyana
Alex

A photograph of a modern office interior. A white staircase with glass railings is visible, leading up to a second floor. The space is lit with large, white, spherical pendant lights. The walls are dark, and the overall atmosphere is professional and contemporary.

MANAGEMENT: Principles, Functions, Roles and Behaviours