

Introduction to Leadership and Management (LCBB4008)

Students:

Dana Pellegrini Babcinschii (2317100)

Eduard Dicusar (2313365)

Henrietta Toth (2317621)

Istvan Tarjani (2317622)

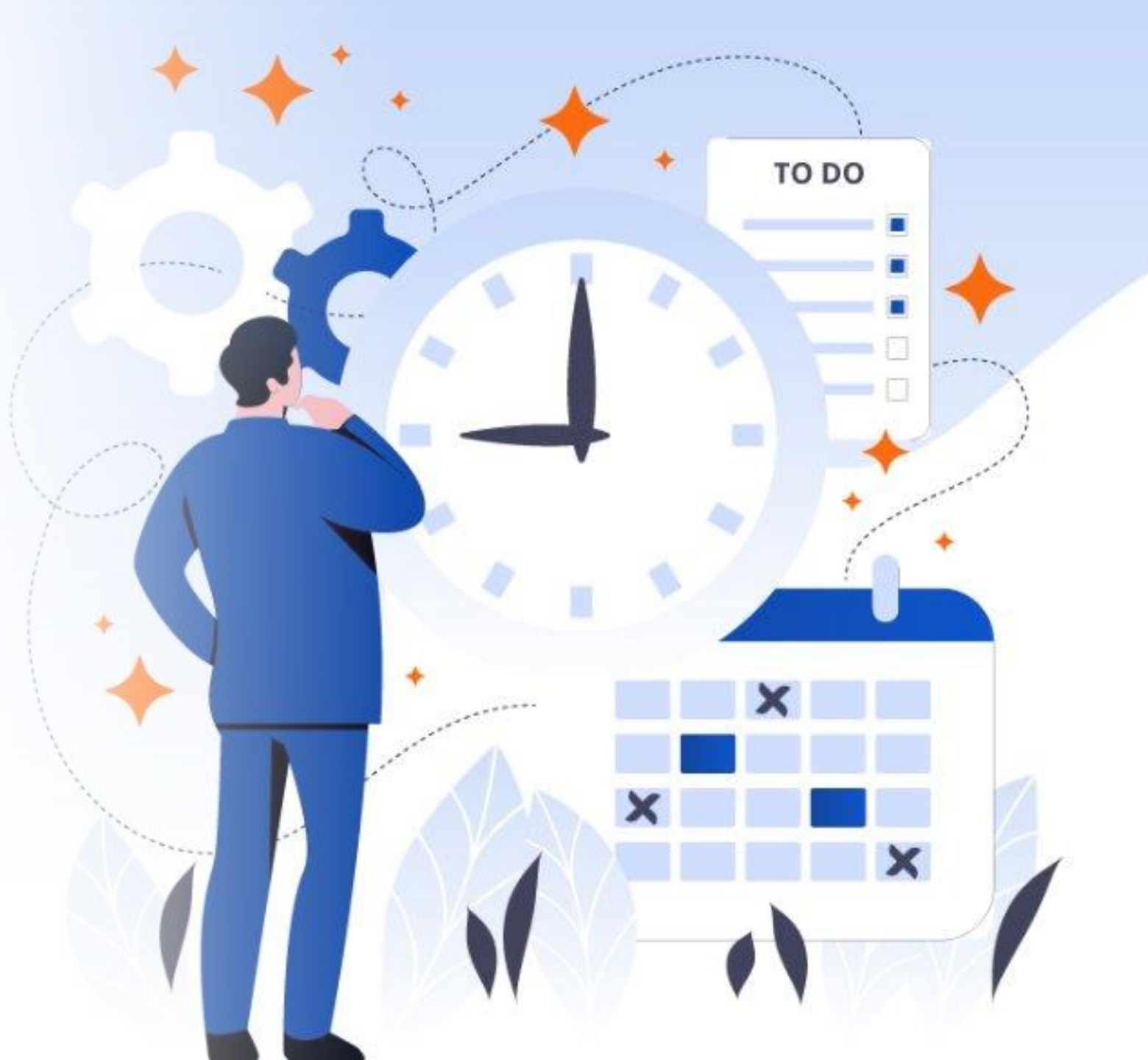
Lecturer:

Dr. Laila Maazouz



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Definitions of Management (1 of 2)

- Management is all around us, it occurs whenever people work towards a goal.
- One of the history's pioneering management objectives was constructing a pyramid.
- Management strategies are used nowadays by any kind of organisation to plan and organize their operations.
- Planning, leading, directing and controlling resources are all aspects of management.
- This is an extensive area of work that encompasses functional management, senior management, and responsibilities that are essentially supervisory.



Definitions of Management (2 of 2)

There is many definitions when it comes to the word “management”.

Here is just some of them:

1. The practice of initiating, planning, executing, controlling and monitoring the work of a team.
2. The organization and coordination of the activities of a business.
3. The art of orchestrating resources to achieve strategies.





Importance of Management

Why is Management so important nowadays?

- Management is vital for living a well-organized life and crucial to run every kind of managerial position.
- Effective management is the foundation of any successful business.
- Management aims to achieve maximum prosperity with a minimum amount of effort.

Here is also some points of management's importance:

- Makes a difficult task easier.
- Boosts earnings, which is good for businesses and the community.
- Maximizes the efficiency and effectiveness of resources.
- Establishes specific objectives and goals to assist staff in understanding what needs to be done and how to execute it.
- Improves standard of living.

Examples of good Management:

NETFLIX



- Location: California, U.S
- Over 260 millions users
- Known for its unique culture and emphasis on freedom and responsibility.

MICROSOFT

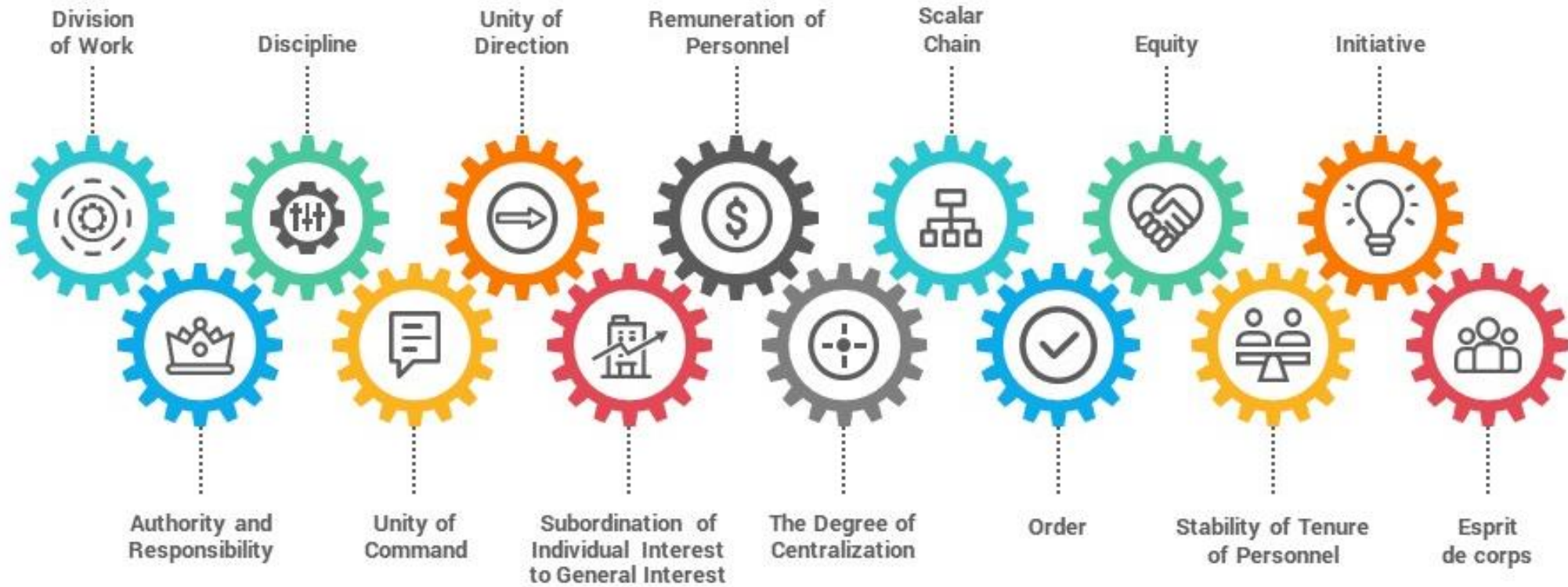


- Location: Washington, U.S
- Number of employees: 221000
- Invests in employee growth and diversity initiatives.

HUBSPOT



- Location: Cambridge, Massachusetts, U.S
- Founded: 2006, 17 years ago
- Promotes transparency, autonomy and continuous learning.



MANAGEMENT PRINCIPLES

- 14 management principles
- Applied in any type of organization
- Allows to have a better result in managing organizations

Management Principles

Unity of Command

- There is just one manager who gives directions to the staff.
- Guarantees accountability, prevents misunderstanding, and assures clarity.

**UNITY OF
COMMAND**



Division of work

- Activities are divided into specialised parts.
- raises the level of service, effectiveness, and productivity.
- enables workers to concentrate on their strengths.

Initiative

- Motivates workers to take initiative and behave autonomously.
- Encourages originality, inventiveness, and autonomy.
- Gives people the ability to recognize opportunities and find solutions (Robbins et al., 2021).



TAKING INITIATIVE



DIVISION OF WORK

Management Functions

Planning

Determine what strategy, the resources and the actions needed to achieve the goal set.

Organizing

Building relationships among colleagues enables them to collaborate to accomplish the organisational goals.

Leading

Utilising vision, authority, persuasion, and outstanding interpersonal techniques to inspire and motivate colleagues.

Coordinating

Allocating the right people, or hiring new candidates to cover the task.

Controlling

Assess, evaluate and measure what level of success has been achieved to reach the goal and issue POI's.

Management Functions (2 of 2)

Planning:

Apple plans meticulously before launching new products like the iPhone, conducting market research, setting sales targets, and developing marketing strategies.



Organizing:

Amazon efficiently organizes its vast e-commerce operations with clear roles and responsibilities across departments like fulfillment centers, customer service, and marketing.



Leading:

Google fosters innovation and collaboration under leaders like Sundar Pichai, inspiring employees to develop groundbreaking technologies.



Coordinating:

Starbucks coordinates its global operations to deliver a consistent customer experience by ensuring effective communication and collaboration among regional offices and stores.



Controlling:

Ford Motor Company maintains product quality by implementing stringent quality control measures throughout its manufacturing processes, including automated systems and regular performance evaluations.



Managers behaviours towards employees (1 of 2)

- Communication
- Empowerment
- Resource Provision.
- Recognition
- Career Development
- Constructive Feedback
- Problem-Solving Assistance



Managers behaviours towards employees (2 of 2)

- Respect
- Fairness
- Transparency
- Support and Encouragement
- Recognition

Why is it important?

- Increased Productivity
- Reduced Turnover
- Better Team Morale
- Enhanced Reputation
- Risk Management

Treating employees decently and fairly is not just a moral responsibility for managers; it's a strategic approach that benefits both the employees and the organization. It improves productivity, fosters a happy work atmosphere, and advances the company's general success.



Managerial roles (1 of 2)

Definition:

In addition to overseeing their team's output and the people under their supervision acting professionally, managers have positions of power, leadership, and accountability. We outline the many types of management jobs, describe what managerial tasks entail, and emphasise the competencies needed for these positions.

Categories:

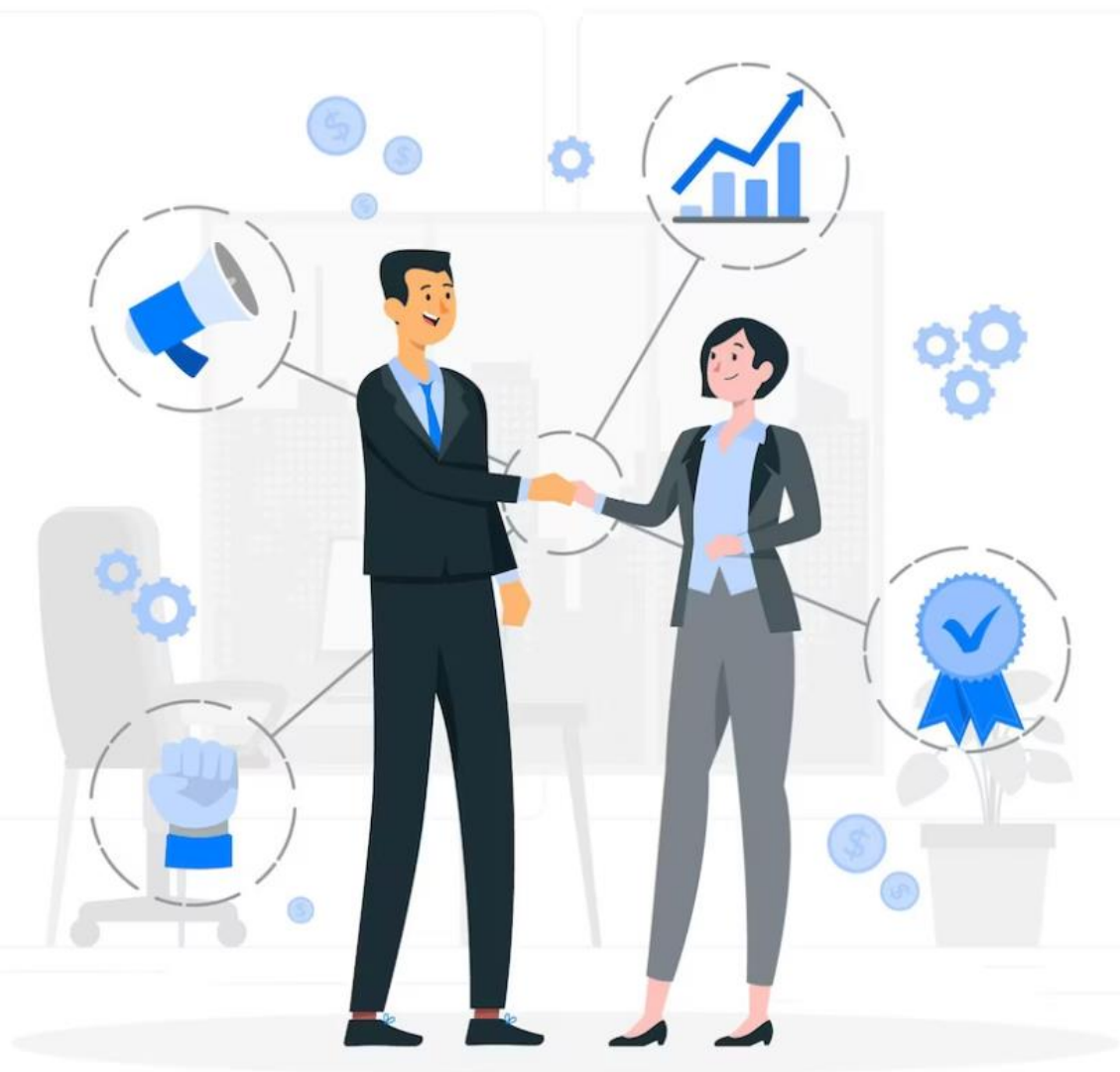
As to the Mintzberg hypothesis, managers may be classified into three groups. Those are the roles of decisional, interpersonal and informational (Mintzberg, 1973).



Managerial roles (2 of 2)

- Interpersonal roles
 - Figurehead
 - Liaison
 - Leader
- Informational roles
 - Monitor
 - Disseminator
 - Spokesperson
- Decisional roles
 - Entrepreneur
 - Negotiator
 - Disturbance handler
 - Resource allocator





Conclusion

- The practice of initiating, planning, executing, controlling and monitoring the work of a team.
- Management aims to achieve maximum prosperity with a minimum amount of effort.
- 14 Management principles established by Henry Fayol.
- 5 Management Functions.
- Treating Employee fairly benefits both the organization and the employees, creating a friendly, productive, and safe work environment.
- Mintzberg theory, the 3 Managerial roles.
- Interpersonal, informational, and decisional roles.

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A close-up photograph of a person's hand, palm up, holding a large, glowing, 3D question mark. The background is a blurred blue-grey color, and several other question marks of various sizes are scattered throughout the scene, some appearing to float in the air. The word "Questions" is written in a white, sans-serif font across the center of the image, with a thin white horizontal line underneath it.

Questions