

Management styles

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In this final section of my assignment, I shall evaluate the factors which can influence the environment in which my manager performs his role. In order to evaluate this successfully and comprehensively, I shall use the following criteria: Whether one particular management/supervisory style is more likely to generate results and foster good employee-employer relations than using alternative management/supervisory styles. As I have already explained, my chosen manager uses consultative and passive management styles. I believe these two management styles to be a common and effective approach towards management, especially in the sales department of a company. Firstly, consultative management is particularly important in the sales department of Allen Concrete because by consulting employees, Mr. Crowhurst gets to listen to all the view points but finally goes with his own decision, based upon his own knowledge and experience. Whereas if he was using a democratic style, he would have to base his decision on what the majority of the employees believe to be correct, which may not be the right decision for the company. A manager is meant to be an independent and respectable member of staff, they should be able to take charge and make the right decisions where needed, especially in sales where competition is fierce. It is for this reason that I believe consultative management to be most effective as whilst Mr. Crowhurst takes into consideration the views of employees, he still makes the final decision using his own judgement, as manager should do. If a manager relies on his employees to help him make decisions, then perhaps that individual is not ready or mature enough to handle a managerial position, as I believe a manager should make his/her own decisions at the end of the day. However, autocratic managers also do this; they make decisions based upon their own knowledge. But the weakness of autocratic management is that this type of manager does not take into consideration the view points of anyone else. This is a significant disadvantage as this is an ignorant approach to management, gaining the views and opinions of fellow workers can have positive effects such as a boost in motivation. Mr. Crowhurst demonstrates that he values the opinions of his staff through consultative management, this enables employees to feel valued as the company cares what input they have, and in sales where teamwork is common, motivation is highly important. If motivation is boosted, which it will be when employees are made to feel valued, then this has a knock on effect in boosting productivity levels, which is a highly significant aspect that all companies aim to boost, and through good management it is possible. Basically, Democratic is too far to one side as it enables employees to take over a manager's position to make important decisions. Whereas Autocratic is too far the other side as the manager does not consult or even listen to other employee's views and opinions, this leaves consultative management which is a healthy mix of the two. I have explained earlier that Mr. Crowhurst uses passive management as well. This style, like consultative, has significant advantages over other management styles in...

Management Styles Descriptive Essay

RC Schank



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