

# MANAGEMENT 301 – EXAM 1 Study Guide 2014

## Chapter 1: What is Management

### Traditional Pyramid vs. Inverted Pyramid

| Traditional Pyramid   | Inverted Pyramid                           |
|---|--|
| CEO → Reports to Board of Directors (for profit) or Trustees (non profit) | Customers/ Clients                         |
| Senior Managers   | Operating Workers                          |
| Middle Managers   | Team Leaders/Middle Managers               |
| Front-Line Managers   | Top Managers                               |
| Non Managerial Workers  | CEO (Board of Directors/Board of Trustees) |

**Inverted Pyramid:** Customers are on top with higher level managers supporting the employees who serve those customers

**Manager:** Person who supports and who is responsible for the work of others

#### Skills of a leader:

Develops  
Long range view  
Challenges status quo  
Innovates

Dudes  
Love  
Chipotle  
In PSU

Develops  
Long-range view  
Challenges Status Quo  
Innovates

#### Skills of a manager:

Maintains  
Relies on control  
Structure focus  
Short-range view

Men  
Rail  
Slutty  
Sloots

Maintains  
Relies of control  
Structure focus  
Short term view

#### Skills of a manager according to Robert Katz:

Conceptual skill  
Human Skill  
Technical Skill

T.  
H.  
C.

Technical Skill  
Human Skill  
Conceptual Skill

#### Career Issues for Managers: Leadership Competencies

–Globalization– Worldwide interdependence of resources; involves markets and business competition; the work world is being changed by recession, etc.

–Job migration– global outsourcing: moving jobs to another country

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**M Mark**



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