

“Principles of Management And their relevance to Contemporary Scenario



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GROUND RULES



- It's a safe environment
- Be present
- Keep.....



PREMISE

- In Search of Excellence
- Good is the enemy of Great
- Inflection Point
- VUCA World
- Competition is severe
- Spinnovation



Management-Definition

- **"The process of planning, organizing, leading, and controlling resources, including human, financial, material, and informational, to achieve organizational goals efficiently and effectively."**

Key components of management include:

- **Planning:** Setting objectives and determining the best course of action to achieve them.
- **Organizing:** Arranging resources and tasks to implement the plan.
- **Leading:** Motivating and guiding people to work towards the organization's goals.
- **Controlling:** Monitoring progress and making necessary adjustments to ensure goals are met.

Effective management balances achieving results while optimizing the use of resources

Henri Fayol's Principles of Management 1/2



Division of Work: Specialization increases efficiency.

Authority and Responsibility: Clear roles enhance accountability.

Unity of Command: Employees report to one supervisor. (Delegation)

1. Principle: Division of Work

Experience increased productivity through specialization Vs Applies to multi-disciplinary teams in today's tech firms.

2. Principle: Authority and Responsibility

Balancing power and accountability in leadership Vs Manager, Key in remote work settings with autonomous teams, Growth of Organization

3. Principle: Unity of Command

Prevents Confusion, Conflict resolution Vs Hollywood Model (Essential for matrix organizations.)

* Henri Fayol (1841–1925) was a prominent French mining engineer and management theorist



Henry Fayol's Principles of Management 2/2

4. Principle: Equity (Fairness and Justice)

Treat all employees fairly to ensure satisfaction and motivation Vs, Modern relevance: Promoting diversity, equity, and inclusion (DEI).

5. Principle: Initiative Innovation brainstorming

Foster a culture of Compliance Vs, Creativity and Proactiveness. (Mistake management)

6. Principle: Esprit de Corps Team-building

Working in Silos Vs Collaboration and Morale.

7. Principle: Centralization vs. Decentralization

Debate the pros and cons of centralization and decentralization in crisis management, work from home, hybrid model.

8. Principle: Ethical Management

- Importance of ethical decision-making.
- Relevance: Building trust and sustainability in business.
- Example: ESG (Environmental, Social, Governance) policies.



Manager and Leader 1/2

MANAGER

- Authority by position
- Get things done by people
- Vision shared
- Management Responsibility given to someone/job
- Do things right

LEADER

- Authority by Influence
- Get things done through people
- Shared Vision
- Leadership is something anyone in the Organization can offer/role
- Do the right thing



Manager and Leader 2/2

MANAGER

- Passive
- Inside out
- Ask how
- Maintaining status quo
- Relies on commitment

LEADER

- Proactive
- Outside in
- Ask why and why not
- Questions the status quo
- Relies on trust

LEADER DEFINITION



ACTIVITY



DEFINITION

“Leadership is not about the number of followers you have, neither the designation you have.

Leadership is all about getting things done in the best possible manner.”

Flying in “V” formation





Team Work

“We work to become, not to acquire.”



Irish River Dance.mp4

[Video](#)

SOLUTIONS



- Changing Mindset
- Eliminate low-hanging passion killers
- Listening exercise
- Authentic Relationship
- Communicate, Communicate, Communicate
- Create as much of a “Cause” as a “Business”
- Give Feedback(SBIR)
- Catch people doing things right (EBA)



What questions do you have?

THANK YOU

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