

“Principles of Management And their relevance to Contemporary Scenario



by

S. ABHIRAMA KRISHNA

Director General

Seth Ghasiram Gopikishan Badruka Educational Society

To

Military Engineer Services Officers

@

Dr. MCR HRD Institute

Govt. of Telangana

17-Dec-2025



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

dg@badruka.com