

The role of global manager commerce essay

[Profession](#), [Manager](#)



Global manager is a manager who has specialization to manage in different skills of management. A person who manages or works globally/internationally. Who has a head quarter. He has to play multidimensional role by combining his technical skill, people skill and soft skill. A manager must have combination of hard as well as soft skills. He must be able to organize analyse and motivate people at international level.

A manager whose portfolio may include securities of firms that are located throughout the world

--:- GLOBAL MANAGER --:-

There are 3 types of specialists irrelevant field of managing.

Business Managers

Country Managers

Functional Managers

There are top executives at corporate Headquarters . Who manages the complex interactions between the three and can identify and develop the talented executives that a successful transnational requires. Transnational integrate assets, resources & diverse people in operating units around the world. Through a flexible management process in which business, country and functional are included.

1. Business Managers: Business Managers are the managers who manages business of a particular organization or a firm.

2. Country Managers: Country managers are the managers who manage nationally. Say for example, (Prime Minister) is said to be Country Manager.

3. Functional Managers : Functional managers are the managers who manage a particular department only.

Global Management is a capability that achieves multinational businesses value and need in the international marketplace. Companies that operate across international borders need executives and managers who understand cross-cultural customs and business practices and how to promote efficiency and optimize profitability in a global environment.

Global Management goes beyond how to organize and run a business. It also includes how to operate it in today's business world where many corporations work across international borders.

To compete around the world, a company needs three strategic capabilities: global-scale efficiency, local responsiveness, and the ability to leverage learning worldwide. No single “ global” manager can build these capabilities. Rather, groups of specialized managers must integrate assets, resources, and people in diverse operating units. Such managers are made, not born. And how to make them is—and must be—the foremost question for corporate managers. Drawing on their research with leading transnational corporations, Christopher Bartlett and Sumantra Ghoshal identify three types of global managers.

They also illustrate the responsibilities each position involves through a close look at the careers of successful executives: Leif Johansson of Electrolux,

Howard Gottlieb of NEC, and Wahib Zaki of Procter & Gamble. The first type is the global business or product-division manager who must build worldwide efficiency and competitiveness. These managers recognize cross-border opportunities and risks as well as link activities and capabilities around the world. The second is the country manager whose unit is the building block for worldwide operations. These managers are responsible for understanding and interpreting local markets, building local resources and capabilities, and contributing to-and participating in-the development of global strategy. Finally, there are worldwide functional specialists-the managers whose potential is least appreciated in many traditional multinational companies. To transfer expertise from one unit to another and leverage learning, these managers must scan the company for good ideas and best practice, cross-pollinate among units, and champion innovations with worldwide applications.

-:- The Skills Of Global Manager -:-

This management training course focuses on the interpersonal and management skills you need to be an effective manager. It's an ideal primer for new managers and a helpful refresher for those who have long been in a management role.

Discover the difference between leadership and management and what you can do to become a better leader. Understand your role in team communication and what you can do to ensure fewer misunderstandings. Use the Myers-Briggs Personality Indicator and understand how to effectively communicate, deal with conflict and difficult people, and motivate and

create a positive team atmosphere. In this class, you'll learn how to build, motivate, and maintain an effective, high-performing team. Make the most of your employees' skills and abilities by delegating appropriately and avoiding micromanaging. Learn how to link feedback, coaching, performance management, and progressive discipline to ensure top performance and to deal effectively with under performers. Also, learn how to manage time, set priorities for you and your team, and negotiate those priorities with your boss.

[As important as] open-mindedness, I think, is recognizing that global management is all about legitimizing diversity. We often talk about diversity in terms of race or gender. But it is really about a total perspective. It is about legitimizing diverse views in an organization, including those based in cultural differences. People from other cultures think, argue, and perceive things very differently. A manager who is sensitive to that will understand and respond much better in a global context.

Just living in that world of trade-offs can be invaluable. Understanding how the need for global efficiency cannot always trump the need for local responsiveness, for example. Or having the experience of finding that the brightest marketing person in your organization is in Australia. Or finding the best new product ideas coming out of the U. K. Such experience is invaluable in developing the needed skills and perspectives.

Overall skills of Global managers can be measured in a method which is called as PEST+EL.

P-Political

E-Economical

S-Sociological

T-Technological

E-Environmental

L-Legally

It can affect political Example: strike in the country.

It can affect Economical Example: Economically Country or a Firm should be Sound.

It can affect Sociological Example: Due to culture change society is affected.

It can affect Technological Example: Technologically it should be correct.

It can affect environment Example: environmentally it should be in favour of country.

It can affect legal Example: legally taxes in Malta is higher than in U. K. due to jurisdiction.

All the above points, any Global managers has to face in their working area. Any Manager who tackles this Situation and get a way out in profit of the company is said to be a sound Global Manager.

-- GLOBAL MANAGER'S ROLE --

GLOBAL MANAGER HAS FOLLOWING ROLES :

1. IN THE CAPACITY OF COUNTRY MANAGER.

The global manager has to deal with clients, legal bodies, and immigration authorities on behalf of his office.

2. IN THE CAPACITY OF FUNCTIONAL MANAGER.

The global manager has to select right technique, right resources, and software projects to compete at international level.

3. IN THE CAPACITY OF BUSINESS LEADER.

The global manager has to make changes in the organization keeping in mind the trend of World and requirement of outsourcing.

4. Multicultural approach to reflect global operations.

5. Shift of focus on “ soft tools” vision , process and people to achieve objectives .

6. Collaboration with a network of vendors, partners, and customers.

7. Recrutment from global talent pool.

8. Global transfer of human resources

9. Creating a learning Organization

10. Focus on Big Picture – respond rapidly to global business environment change.

-- WORK CHART OF GLOBAL MANAGER --

GLOBAL MANAGER

ITALY

HEAD

QUATER

(VODAFONE)

MALTA SPAIN INDIA

BUSINESS MANAGER

BUSINESS MANAGER

BUSINESS MANAGER

BUSINESS

FUNCTIONAL MANAGER

FUNCTIONAL MANAGER

FUNCTIONAL MANAGER

COUNTRY MANAGER

COUNTRY MANAGER

COUNTRY MANAGER

-:- Conclusion -:-

In short, Global Manager works worldwide . He responsible for all globally business for the achieve the strategic goal of business .