

Db2 program capstone

[Business](#), [Human Resources](#)



Career development in management [Insert [Insert [Insert Unit At Toyota, planning is considered to be an ongoing process which is shared by the firm's managers to their employees through a shared vision. For better coordination and control of tasks, an internal organizational structure is adopted at Toyota. A collaborative management approach is adopted, to ensure consistent quality products are offered to their customers and strict standards are maintained across all Toyota sales and service centres (Daft, 2007). The turnaround of Toyota can be attributed to the presence of innovative, transformational and creative leaders. Control and monitoring is a key aspect of Toyota's success (Toyota, 2014). To improve the overall performance of the firm, workers are controlled through clear policies and procedures. Line managers explain the operations at the firm, and show how specific job roles have to be performed. At a broader perspective, this results in compliance to specific standards across the firm, which is essential for Toyota given it is operating in the automobile industry. The brand name Products from Toyota are associated with safety and quality as strict monitoring and control procedures are in place.

Unit 2

Making decisions is a difficult as well as an essential task for managers. To assess if a managerial decision is good the decision must first be methodologically tested against solutions known to yield good results. Gaps and blind spots if any have to be identified related to the decision made. The logical structure of the decision should be analysed to investigate if the decision is well founded and will yield consistent results. Most managerial decisions are based on underlying assumptions. Managers assume the role

key individuals will play in tandem with the decision being made, the environment under which decision will be applied, and the speed of execution of the decision. For instance, in the case of Toyota a manager in the production line asked to increase the rate of production will assume they have the required physical and technical resources to do so before undertaking a strategic decision. To test and conform the credibility of assumptions for case 1 the trend of price increase or decrease of fuel must be statistically analysed. For case 2 the GDP of the country where the airline operates, the local economic profile, the demographic profile of potential customers and competitor analysis will be useful in the decision making process (Towler & Keast, 2009).

References

Daft, R. (2007). *Management*. New York, NY: Cengage learning.

Toyota. (2014). Corporate governance. Retrieved from <http://www.toyota-industries.com/corporateinfo/governance/>

Towler, M., & Keast, S. (2009). *Rational decision making for managers: An introduction*. San Francisco, CA: John Wiley & Sons.