

Mastering management

[Business](#), [Management](#)



Persuasion is one of the power and influence strengths that I will bring in the new company. The use of reason allows other employees in the company to see why the newly proposed ideas make sense. Consequently, this will determine whether the ideas will be implemented in a timely manner or not. In cases whereby the ideas will not be implemented, the use of intimidation will become necessary. Since the managers still report to their former line managers, it is important that managers adjust to the new authority. In addition, applying pressure on the management team will increase productivity and reduce absenteeism (300). Introducing an open door policy increases the interaction between the subordinates, management, and the vice president. In turn, as the vice president, I will know what is happening on the ground, which is important in decision making and increasing power and influence.

In the case of absenteeism on the production floor, the retribution strategy will be effective. The managers on the production floor have a close connection with their subordinates, which prevents them from taking any action on their absenteeism. This has led to a decrease in productivity.

Putting pressure on the manager responsible, threatening him with sacking, will make him act on the absenteeism. Reciprocity strategy will be effective in tackling the issue of decreased productivity. Offering incentives and rewards will motivate both the managers and employees to meet their set targets. Successful implementation of new ideas, strategies, and plans will require the managers to understand them. Using the reason strategy, the values and set targets and achievements of the ideas can be explained in detail to the management team (301).

It is important that the roles of the different managers be precisely clarified. It is possible that the new organizational structure may have created confusion and overlapping of roles. This may have led to frustration and the constant communication between the managers and their former line managers. The managers will be given set guidelines that will stipulate what is expected of each group. It is imperative that the managers understand the guidelines, as well as the staff. This, in turn, will make it easier to get intergroup cooperation and delegation of authority. The managers will have to be enlightened on the new organizational structure and the importance of communication between the managers and the vice president. This will allow the managers to raise their concerns, which will be addressed promptly. In addition, apart from the weekly meetings, the managers will be encouraged to constantly share their ideas.