

# Management by walking around

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



Introduction Management by walking around is an unstructured view to hands on, the direct involvement of the managers in the related work affairs of their subordinate workers, contrary to constant and distant management. Moreover, in management by walking around practice, managers always spend a recommended amount of their time making paramount visits to the work positions and paying attention to the employees at large. The primary objective of this exercise is to assemble or collect quality information, paying attention to employees complaints and general suggestions. However, managers involve in this exercise to further keep a finger on the operation of the organization. To enhance proper connection and communication purposes within an organization, the manager has to walk around and talk to the team, ask them several questions, work alongside them and be available to help in case need arises. Therefore, this paper elaborately brings out the discussions based on management by walking around.

Practicing management by walking around can lead to the achievement of the following; Approachability; when the staff members see the manager just as an individual and not as a boss, the rate of transparency increases. The staff members become more open to explain the problems within the organization (Fraser and Hertzler 11). The manager gets to know the issues before they build up to be problems. Accountability; the completion of the agreement is very easy as a result of interaction between manager and the staff team. Motivation among every member builds up since there is daily interaction (Fraser and Hertzler 29). T. Productivity; creativity develops due to interaction and casual exchanges. Management by walking around facilitates informal discussions, and this compels people to come up with the new

innovative ideas. As a result of interaction, people become excited when they can be heard; this leads to increase in their morale. More trust develops and buildup of business knowledge (Fraser and Hertzel 49)

Implementation of management by walking around involves relaxation, listening and making good observation more than the rate of talking. The manager ought to make active listening with the staff at large. Asking for feedback and ideas is the best policy (Fraser and Hertzel 101). The implementation of this is completed by installing the ideas into everyone. Wandering around should be done proportionally by the manager regardless of job title of the staff. Moreover, questions have to be answered openly and with honesty and maintaining proper communication. Conclusively, management by wandering around is an efficient and practical method that a manager has to implement to analyze what goes on in the organization at large. The manager must go out and build a mutual relationship with the staff members (Fraser and Hertzel 123).

Work cited

Fraser, Larry and Robert W. Hertzel. School Management by Wandering Around. R&L Education, 2012.