

# Control

[Business, Management](#)



CONTROL By of the of the School Control process entails monitoring activities to correct significant deviations and accomplish the planned goals. It ensures that organization employees perform the tasks assigned to them in such a way that organizational goals are achieved. A good control process brings good performance thus increasing effectiveness. The following are the recommendations as to how control process is able to improve the overall effectiveness of an organization.

A manager should keep the communication lines open. Highly performing teams are often built on a strong foundation of trust whereby each individual employee make and keep honored commitments (Sims, 2006: 282). Open and honest communication will open the door to stronger relationships as they control their employees. In order to nurture staff members to a higher performance level requires a manager to lead and control them to the p[lace of stronger relationships as well as trust. this will create high employee engagement through which they care deeply about their work and feel like part of the team. Employees are brought into the greater vision enabling them to bring their unique strengths to the work. The employees will feel like the company values their work, cares about them, and has their best interest in mind. Open communication is a culture that encourages employees to share their concerns and ideas making the feel valued (Sims, 2006: 282). This will lead to happy employees, and happy employees are often the most productive employees.

Secondly, a manager needs to be a good listener so as to find out what their employees are thinking or facing. This will help in establishing and reinforcing a “ we” spirit within the organization (Sims, 2006: 282). This in

turn creates an effective and efficient method for collaboration as well as sharing of ideas. This will increase the productivity as very successful organization takes the coordinated efforts of all their employees (Armstrong & Armstrong, 2009: 226). In addition, the employees will maintain the focus on the overall mission of the organization thus improving the overall effectiveness.

Thirdly, the manager should provide consistent as well as regular feedback by letting every employee know the outcomes whether bad or good. This will help in establishing trust by being open, honest, and forthright regarding the rewards as well as challenges of the organization. Good communication of consistent and regular feedback is vital in keeping all employees on track (Armstrong & Armstrong, 2009: 226). This will encourage the employees to approach the manager with concerns and suggestions for improving the negative performances since they will be prepared to tackle the business problems. Their diverse viewpoints will act as a strength thereby bringing them together to brainstorm the solutions. This in turn will result in viable solutions thus improving the overall effectiveness of the organization (Sims, 2006: 282).

Finally, the managers need to reinforce the contributions of every person by recognizing the individual efforts of the employees (Sims, 2006: 282). Since employees are the most valuable assets of the organization, they should be kept happy by recognizing their contributions. Highly engaged and motivated employees will perform at a very high level and boost productivity for both himself as well as those around him (Armstrong & Armstrong, 2009: 226). The more open a management team is in motivating the employees,

the more likely employees will engage to make success happen thus increasing the organization's overall effectiveness.

#### References

Armstrong, M., & Armstrong, M. (2009). *Armstrong's handbook of performance management an evidence-based guide to delivering high performance*. London, Kogan

Sims, R. R. (2006). *Human resource development: today and tomorrow*. Greenwich, Information Age.