

Mastering management

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



Mastering Management Question In the case, Heritage Appliance Company intends to build the River Woods manufacturing plant, to swap for its original flagship facility at Edgemont. The company plans to staff the new facility with Edgemont plant personnel. The company had been using a centralized management system, but intends to implement a decentralized management system through the new River Woods facility. River Woods plant manager is likely to face challenges such as improving the skills of existing personnel at Edgemont plant, finding solution to bugs in the new manufacturing system to machine design as well as production, managing the shift from functional communication lines and responsibility to a plant-level dimension and handling unsatisfied employees at the plant based on their new task assignments and hence mitigate the chances of worker unionization.

Question # 2

The selection of a plant manager can be challenging, especially in a situation facing Heritage Appliance Company's River Woods plant. Consequently, the selection committee must take into consideration certain desirable aspect in order to find the right person for the crucial management position. As the selection committee, the suitable candidate must have expert, referent and reward power, which will successfully interplay with legitimate power accorded by the virtue of being the plant manager to steer the project to success. The candidate must generally have good interpersonal skills, critical problem-solving skills and be proactive.

Question # 3

An internal candidate would be more desirable for the position because

he/she is already familiar with the culture of the organization and what it intends to achieve. Besides, He already knows the strengths and weaknesses of the staff and can easily help them upgrade to match the new tasks facing them.