

# Managers in the modern business environment

Business



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Introduction In the modern business environment, managers are being faced with various challenges that need to be effectively dealt with in order for a firm to achieve its objectives. Based on the changes in the technology and diversity within the working place, employees have emulated a culture that they have very strong trust in. As a result, individuals in the management positions have to emulate strategies that are not always easily accepted by the workers. This paper seeks to discuss the challenges being faced by managers in the contemporary business arena.

One of the major challenges is achievement of a stretch goal. A stretch goal entails a target that beyond the original goal. Taking into consideration that the managers may be not the ones who set the stretch goals, they may face problems in achieving the goals. This is based on the complexity of the projects they are handling and the communication problem that may arise when informing the backers on how to achieve the stretch goals (Kotter and Dan, 2002). Another notable challenge that the managers are facing is dealing with underperforming workers. While it is the duty of the employees to ensure that the objectives of a firm are achieved, it is the role of the managers to make effort of enhancing the performance of the workers (West, 2012). Once a worker is not in a position to perform, the managers are left in a dilemma whether to fire them or to train them in order to improve their skills.

As the managers aim at getting the right workforce that will lead to the achievement of the company objectives. In this regard, managers are faced with a challenge of hiring the right people who will make the organization without using a lot of resources either in training the new employees or <https://assignbuster.com/managers-in-the-modern-business-environment/>

collecting mistakes that they do in the course of their duties (Manfred, 2003). Closely related, is to make a delegation decision. Taking into consideration that managers are answerable to the directors or owners of an organization, they do not want to appear as failures in their duties. This implies that during their absenteeism, managers are faced with a challenge of choosing the right worker who will undertake vital duties on their behalf (Howell, 2012). Responding to crisis is another challenge faced by individuals in management positions. In the operations of any organizations, challenges such as strikes, workers conflicts and go slows among normally experienced. It is the duty of the managers to ensure that such issues are effectively handled an aspect that is not easy especially for new managers.

### Conclusion

Based on the above discussion, it is clear that managers are exposed to various challenges ranging from achieving stretch goals, dealing with employees to hiring of workers. As a manager one should be prepared to deal with such challenges through the use of strong teams (Larson and Frank, 1989). Managers should include their workers in these teams in order to ensure that they have adequate human resources to address the challenges.

### References

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