

Critique what a great manager should do assignment

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Introduction As is known to all, some managers have the ability to take advantage of fewer resources to produce more benefits, which confuses other managers. In order to figure out what sets the great managers stand out from the average ones, the journal article is written. In addition, this journal article provides the readers, especially managers with the meaningful knowledge on what great managers actually do, the advantages of their behavior and how they achieve that.

In a word, the journal article is written in an attempt to offer people the knowledge on the behaviors and strategies of great managers and the unifies coming from their measures. What great managers do The journal article mainly discusses three issues, that is, the difference between great managers and the ordinary ones, the benefits coming from great managers treating employees in different ways and three diverse things that great managers should know in order to manage the staff well (Marcus, 2005). Here the issues will be described in details.

At first, compared with the average managers, the great managers not only know and value the unique abilities and even eccentricities of their employees, and learn how best to integrate these qualities into a coordinated plan of attack but also turn these particular talent into performance. The case of Jeffrey provides the evidence to prove this statement. It is much likely for ordinary managers to not hire Jeffrey because he even did not dare look at interviewers' eyes during the interview. However, as a successful manager, Michelle did not do in the same way as most average managers and hired Jeffrey.

Her decision to give Jeffrey a chance brings benefits to the company. That's because Michelle gave Jeffrey a specific position and Jeffrey peculiar talent comes into play. The situation goes the same with Genoa. After discovering her natural abilities, Michelle shifted Genoa's position. What's more, both Jeffrey and Genoa were tweaked, which makes their uniqueness create benefits for the whole company. Another manager, Jim Sashimi, also is good at discovering. Developing and making use of employees' uniqueness.

Although his strategy is different from that of Michelle, both of them are using employees' special traits to create best ACH pavements. Advantages of capitalizing on employees' uniqueness In the the journal article, Bucking (2005) talks about the advantages of reading employees according to their uniqueness in the section of great are romantics. There are mainly four merits of capitalizing on each employee's special abilities, which include saving time, making employees more accountable, building a stronger sense of team and introducing a healthy degree of disruption into the world.

Firstly, time is saved by managers' discovering and making use of each worker's special abilities. It is more effective to carve out a role which takes advantage of staffs natural capacities than to spend much energy training them to do the work unsuitable for them. Secondly, staff can be made more accountable after managers capitalize on employees' uniqueness. That requires managers to challenge staff to contribute to the company, to practice his ability and to refine it. Thirdly, the stronger sense of team is established when managers make use of what is unique about each worker.

The reason lies in the fact that the deed can create interdependency, which provides people with an opportunity to appreciate their coworkers' particular abilities and to understand that colleagues can help them when they need help. Finally, a healthy degree of corruption is introduced into the world when employees' uniqueness is applied. In fact, all great managers pay attention to natural abilities for its own sake. Methods to manage employees well At last, the journal article puts forward three methods for managers to manage employees well. The first step is to make the most of strengths.

After gaining a full understanding of an employee's strengths and weaknesses, managers should attach more importance to employees' strengths and create a plan for overcoming weaknesses. There are four methods to overcome weaknesses. The first way is to offer relevant training; the second strategy is to find a partner for the employee; the third method is to insert into the employee's world a technique that helps accomplish through discipline what the person cannot accomplish through instinct; the final one is to rearrange the employee's working world to render his weaknesses irrelevant.

The second lever is triggering good performance. Because a person's strengths are not always obvious, precise triggering is needed to turn them on. Triggering exists in diverse forms. They are respectively related to the time of day, the time with the boss, independence and recognition, which is the most powerful one. The final tool is tailoring to learning styles. According to analyzing, doing and watching, employees enrich skills. Different qualities make employees adopt diverse methods to enrich their skills and make

improvement. Lessons taken from the journal article Reading this journal article gives me some lessons.

Firstly, managers' abilities play an important role in the destiny of the company, which raises the need for managers to develop comprehensive abilities. After taking a look at the journal article, I learn that the very heart of managers' success lies in an appreciation for employees' uniqueness. However, although the trait of cutting across the superficial variations of race, sex as well as age and capturing each person's natural abilities plays a significant role in the performance of the company, great managers have to acquire other skills to better serve the company.

Mentoring (2011) the master of management, ever classified the roles played by managers into three categories. The first category of interpersonal relationship includes figurehead, leader, liaison and monitor. The second category of information consists of disseminator, spokesman and entrepreneur. The final category is that of decision, which composes of disturbance handler, resource distributor and negotiator. The managers need the exercise of constant self-watchfulness to check whether they are competent and then to overcome their weaknesses, as a result of which managers become more capable.

Therefore, managers should have other abilities besides the capacity of discovering, developing and celebrating what is different about each person working for them. Secondly, seen from another side, this journal article raises the need for the leaders of certain company to hire employees well and objectively. Nowadays, there are some factors which lead to the fact

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that some capable people are deprived of the chance to attend the interview. It is common that workers of human resources department select candidates firstly through the resumes of these applicants.

TO some degree, this procedure exerts bad influence on the development of the company because some people with talent are not given the chance to show themselves in the interview. To tackle his problem, three things have to be done. Firstly, most companies choose employees by using the education qualification as the standard. In fact, education does not represent the ability of the employees. Every candidate should be given a chance to show himself and to try his best so as to win the opportunity to work for his ideal company. The best example to illustrate this viewpoint is the success of Bill Gates.

Bill Gates has not received much education, but he is better at business than those studying in business scholars. Some people think test everyone through interview. In fact, this reoccurred does not waste time at all. After an excellent employee is hired, he will create more benefits than the time which is ever wasted. Secondly, many companies want to hire perfectly wolfhound person. But the wish is not realistic. If they always adhere to this ridiculous standard, they will miss out many excellent applicants. The company can create plans to train their employees. Finally, work experience should not be paid so much attention.

People are more likely is hired if they have relevant experience. However, green employees sometimes create more benefits for their company than Hess experienced colleagues. In all, the above three problems should be

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handled so that good employees are hired and create more benefits, as a result of which the company can develop well. Lie (2008) pointed out that hiring employees is crucial in developing the company better. Thirdly, the employees also need to improve themselves although the journal article mainly discusses the traits Of great managers. In the first place, working in the company means working and even living together with others.

The scaled team work requires the employees to learn skills about how to get along with leagues. They will benefit a lot from the team work, including improving themselves. Next, employees should attend different training to broaden their knowledge and enrich skills, which was put forward by Truck (2005) the thing of the same importance is to exercise the practice of self-watchfulness in order to find own strengths and weaknesses before the managers discover that. What is more, employees need have the courage to speak their own idea loudly, as a result of which managers Will consider their talent carefully and put them in right positions.

At last, elevate regulations should be established to give excellent employees reward, which can motivate their performance and prevent bad performance from occurring. Conclusion From the journal article, it can be seen that the very heart of managers' success lies in an appreciation for employees' uniqueness. In addition, the difference between great managers and average ones are discussed in details, which provide people with the knowledge how to become great managers. Learning the advantages of capitalizing on employees' uniqueness, managers are motivated to try to become great.