Free critical analysis in management of employees critical thinking sample

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Management is a crucial part of any organization—it should be guided by a good philosophy that is fair to everyone for the growth of the organization. It was hard to define a philosophy that I could use to manage my employees initially; because I had seen other managers misuse the available privileges. It means that I had to learn from both bad and good managers. Some managers pretended to be above everyone and assume that they have the final word; however, ideal manages are humble themselves and friendly to everyone. After carefully analyzing the management approach assumed by these two groups of managers, I have successfully derived my philosophy that is based on the management that shows guidance, direction, leadership and importantly be the perfect example for others. I believe that managers must create trust between them and their employees because by doing so the employees will be motivated. Another important concept that I value is redirection response, which entails helping and providing humble counsel to employees who present low performance instead of cursing them. It is through providing good counsel and nurturing, that employees develop their expertise and skills, thus improving their performance. Managers should not create a gap between them and their employees or act in any way that seems to intimidate them. I believe in the environment that everyone feels equally and rightfully treated. Such an environment would foster cooperation and teamwork which are essential for successful performance.

There are different critical ways to manage and motivate employees. Many educationalists have tried to ensure that everyone learns the best practice. Kenneth Blanchard in Whale Done, identifies key points that should be embraced by managers;

- One should not wait the employees to perfectly perform the task in order to reward them; instead reward any positive progress because in this way they will strive to excel (Blanchard 55).

- Create an environment where competition between employees in an organization is encouraged before thinking of the competition from outside. It makes the organization achieve its goals without necessarily competing with other organizations.

- Study and understand your employees to know exactly what motivates them at individual levels. One should not reward employees with anything without doing a background research if it amuses them (Blanchard 56). Among the three points that the author explained, studying and understanding my employees to know exactly their needs is the pillar of my philosophy. The perception is motivated by the fact that the strategy offers one an opportunity to bond and know each other at personal levels hence strengthening the relationship. It is easy for employees to approach their bosses when faced with some difficult, knowing that he or she is friendly and understanding. Another reason this point binds with my philosophy is because; it gives an opportunity for one to understand the weakness of their employees hence designing better methods of helping them. The approach provides an opportunity to make your employees understand your goals for the organization and help you achieve them by ensuring they are part of the success of the organization. It is acknowledgeable that employees are not part of the properties of the organization, but are the main shareholders. The environment that everyone feels equally treated is necessary for the development of the organization.

Work Cited

Blanchard, Kenneth H. Whale Done!: The Power of Positive Relationships.

New York: Free

Press, 2002. Print.