

Step 1 of 4 paper

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



Management Strategies at Wal-Mart of the Affiliate Management Strategies at Wal-Mart Managers should strive to make their companies the history's greatest operational and logistical triumphs. Through efficient management structure, Wal-Mart stocks products produced in over 70 countries and operate more than 11, 000 stores globally in 27 countries (Gilmore, 2014). Efficient and effective management strategy is imperative for any successful public traded companies. The organizational structure of any public traded company should be designed to provide guidelines of how responsibilities and roles in a company are controlled, coordinated and delegated. How information flows from level to level in a company is also determined by the organizational structure.

Decisions flow from top to down in a centralized structure while in a decentralized structure, making decisions is done at various different levels (Wailgum, 2007). Decentralized decision making should be preferred by managers because it gives the opportunity to the employees to participate in decision-making. This makes them have a sense of ownership of the company and, therefore, give their best. Companies can streamline their operations if they establish a hierarchical structure whose chain of command is clear.

The organizational leadership structure should be able to provide direct supervision and regular feedback from employees (Lu, 2014). Corporate decision making allows all stakeholders be involved in decision making and their contributions valued. Autocratic leadership makes managers the sole decision makers and deters innovativeness as the creative employees do not get a room of implementing or sharing their ideas. Therefore, participative

leadership which boosts the morale of employees because their contribution to the decision-making process is appreciated should be adopted by company heads.

The success of any business is determined by the innovativeness of the company. Through innovation, companies bring into the market new products and services. Innovative methods assist companies reduce costs of operation and enhance customer satisfaction through quality improvement. Innovativeness can only be realized if creative employees are given room to share and implement their ideas. Leadership style used should support creativity and innovativeness among the employees to enhance the performance of their companies.

Gilmore (2014) observes that the state of the art technology and network design has enabled Wal-Mart to track and predict inventory levels, manage customer service response logistics and relationships, develop more efficient transportation routes and to forecast demand accurately. Through collaboration, Wal-Mart can build a network of global suppliers, retail stores and warehouses that behaves like a single firm. Collaboration is only possible if companies in their style of management value the contribution of their employees and customers.

References

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