

Discussion leader mod 10

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



WORKING WITH THE PEOPLE ON THE GROUND al Affiliation) Every level of management has its challenges. Lower level managers have to deal with the stress of supervising both willing and unwilling workers. Middle-level managers have to coordinate the activities of different but related departments. Upper-level managers are ultimately responsible for the performance of the organization as they strive to maintain equilibrium between the organization's internal and external environment (De Meuse, Dai, & Wu, 2011).

Nonetheless, stress should not be a demotivating factor for a manager to take up higher administrative positions. For example, I take sufficient breaks to unwind, never take rejection or attacks on my personal and always ensure that am a step ahead of the organizations current objectives (Ben-Zur, 2009). Deadlines and timelines are an everyday part of the business environment. When employees do not meet deadlines and timelines, the best solution is avoiding the scenario altogether. It is important to hire the right people and indoctrinate them into the business culture. The management should conduct frequent setting, communicating and monitoring of goals and standards at every level of the organization. Hence, minimizing business failure due to inability to meet deadlines.

I have held the position of a lower level manager for an extended time. Consequently, I have come to love working with the people on the ground. The experience is both fulfilling and rewarding. I have turned down many higher-level managing promotion offers. I am not afraid of the level of commitment and hard work required, rather, I would not like to lose the opportunity to work directly with the employees. Over the years, I have

acquired immense knowledge concerning the management of subordinates. Any successful business manager or entrepreneur will tell you that employee motivation and commitment is the key to success (Markos & Sridevi, 2010).

One of the biggest obstacles to completing daily activities at work is a lack of clear directions and time-framed goals. Even at work, an employee needs to break down the organization's goals into small achievable activities that have a time limit. Hence, an employee will be able to meet his or her expected objectives at the stipulated time.

References

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