

# Case study haymans general frame work

Business



This report provides an analysis and evaluation into the essential managerial skills of Tim the Humans Electrical Cabala outlet manager, to determine what essential skills are demonstrated by him and the relative importance of these skills in his current position and that of a higher position in divisional management. Methods of analysis include organizational chart to determine roles currently undertaken against those of a higher position. SOOT analysis Showing strengths, weaknesses, threats, opportunities.

Skills evaluation from SOOT analysis to categorize a list of conceptual, unman and technical skills and a review of what a divisional manager's role would involve to determine what if any different skills would be involved. Recommendations discussed include Tim Really is a great Bloke???. The report also acknowledges that the analysis conducted has limitations.

Some of these limitations include: That with limited information regarding what specific delusional role Tim is seeking that it makes it difficult to fully evaluate the essential skills required for this and as such had to be based on some generalized management research.

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template' (page 25) against Tim and describe the importance of each skill. Elfin) This section is dividing these six managerial Skills wanly on page 25 to tenure parts Harshly, Including communication, teamwork, leadership and self-management, secondly is critical thinking, thirdly is professionalism. 1. Communication, teamwork, leadership and self-management. 1) scheduling meetings to listen to the recommendations of subordinates (2) removing the office door in order to closer to subordinates and facilitate communication (3) review of the overall scheduling process prove that Tim has the ability of overall situation (4) the ultimate goal of Tim is to achieve " team-based" in all aspects of business (5) sort out product and grasp product information 6) continuous learning to improve his ability These six things illustrate that Tim has human skills.

1)-(4) are obviously show that he valued teamwork and good at communication and leadership, (5)-(6) are reveal that his good self-management. There are four main points of the importance of these skills (Frederick P & Matthew H & Michael A 2005, up. 583-661). (1) decision-making more reasonable and accurate (2) coordinate the work of various departments and improve work efficiency (3) be benefit to create a good working environment and enhance team cohesion (4) improve self-management is one of the essential conditions for promotion, it is also the key to lead a team 2.

Critical thinking (1) research reports (2) propose a positioning service strategy, provide greet quality of customer service The importance of critical thinking (1) be benefit to keep an open mind (2) enhance the ability of logical thinking (3) improve the ability of analysis and assessment 3.

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Professionalism (1) management training (2) product knowledge is professional The importance of professionalism (1) increase the chance when complete with others (2) to win the respect of the team, better to management team

Essential Managerial Skills based on the Divisional Manager role Define the Divisional Manager role and determine where it sits on ' Essential Managerial Skills' The Humans Electrical Divisional Manager role that Tim aspires to is responsible for 55 outlets and 2 centralized units servicing the state of Queensland Australia.

Reporting to the National Director of MM Electrical Merchandising, the Divisional Manager role is considered middle level management(I). Middle managers play an important role within the organization because they, '... Work with top managers and coordinate with peers to develop and implement action plans consistent with organizational objectives.

' (2) Productive staff relationships across the organization are essential to get work accomplished in a team-oriented manner.

Today's effective manager is equipped with an arsenal of managerial skills but have the ability to manage ' Emotional intelligence' (3) towards an adaptive / organic organizational structure whilst leading a growing generation Y workforce is essential. Management functions of planning, organizing, leading and controlling at the middle manager level is much greater. There is increased accountability and pressures of show performance is significant(S). Some middle management examples across the four management functions are: Try to use Journals Planning: <https://assignbuster.com/case-study-haymans-general-frame-work/>

Accommodating entrepreneurial ship Controlling: Organizing: Leading:

Harvard scholar Robert L. Katz identifies three skills: conceptual, human and technical that forms the basis of essential managerial skills.

Middle level managers are defined to have a balance amount of conceptual, human and technical skills. In comparison, first or lower level managers which have a higher necessity for technical skills than of conceptual skills.

Human skills remain consistent across all management levels and top level managers are weighted towards conceptual skills than of technical.

Conclusion Conclusive summary on whether Tim is capable of the Divisional Manager position Appendix Paste our input or wick contents??? References To be compiled at the final stage of report preparation. This way references stay with respective main-body sections to allow changes / revision to content.