

Respond to a question to an article

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McGregor's From the article, it is clear that McGregor is using Laissez faire type of leadership. The subordinates make their own decisions however they inform the manager. For a new manager, implementing the strategy would automatically result in better production results. The first thing is to hold a general staff meeting. The meeting is to appraise the staff members with the general goal and objectives of the company. The meeting is also to inform the members of the good conduct required from them during the operations. The meeting also informs the employees about creating good customer service relationship. The staff meeting allows the employees to choose their departmental leaders. The departmental meetings will come up with a leader according to their own perception on who is the most approachable person. The decision bases on whom the employees can approach in case of a problem and who has the best problem solving techniques. The leaders will then organize their departmental meeting once a week. Their meetings should aim at discussing overall performance and production. Through the meetings, the departments will set objectives and achievable goals depending on the core objectives of the company. The dialogue and open communication creates a wider pool of information and feedback and this will allow the departmental leaders to make the best decisions. The departmental leaders will meet their CEO to inform him/her about the decisions made weekly. This technique allows for flexibility. This technique reduces time wasted in supervision as employees develop maturity and make their own decisions faster. The problem solving technique in the company also gives the employees a sense of ownership in the company. The function of the manager will be to monitor the progress of the company and help cultivate more staff participation. The technique saves on time and

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creates intrinsic motivation within the departments. Constant evaluation through weekly meetings helps in correcting and adapting new techniques (Finally, 1974).

References

Finally, W. O. (1974). *Management Time: Whos Got the Monkey*. New York: American Management Association.