Roles and Functions Of Management

By

Xxxxx

Every organization, company, or firm is concerned to develop strong strategies in order to be successful and to foster a quick and nimble culture. However, this cannot be possible without the establishment of great management. No matter how big or small the company is, all leaders and managers face several challenges associated with the nimbleness of the organization. Each founder is concerned to keep his firm active, even Google have been worried about helping the people in searching for their desired stuff. Adam Bryant at the New York Times presented the best solution of the problem via using four functions of the management (Bryant, 2014). This study will now evaluate **how the study presented Bryant is helpful to understand the role and functions of the management.**

The classroom discussion had made the information and decision roles of the management clear, through which it was easier to understand how the organizations manage their functioning. The middle managers, first-line managers, and leader-managers, collectively, play effective roles in order to make the organization successful and to enable in generating more revenue annually. The management is responsible to manage all tasks effectively, for which it established an easy and simple strategic plan for the employees. These plans must be easy to implement, understand, and remember for the employees, through which they will start enjoying their working. As stated, “You want to create an environment where people want to be at work” (Bryant, 2014, p. 2).

When concerned about the four functions of the management; planning, leading, organizing, and controlling, the better understanding is essential to understand how better management can bring the organizations at the successful position. Planning is the very first step, through which any new strategy is designed and implemented within the organization. Better planning helps the organizations to assess the risks associated with any initiative and the way to mitigate those challenges. While planning for any new strategy, the management must remain focus to make it easier and effective, which must be understandable to the employees. Moreover, the plan must clearly define the right goals to motivate the employees and guiding them to work in the right direction, which is probably a difficult and tricky step for the management. As stated by C.E.O. of Hillview Consulting, “It sounds easy and simple, but it’s not. In one company, it probably took me six months to clearly define the right goals and how to measure them (Bryant, 2014).” Once the management is done with planning, it has to work on leading function, through which the employees must be guided regarding how to implement the change or the strategy effectively and efficiently. “People generally want to belong to something of greater purpose” (Bryant, 2014, p. 3) and that is why the management must present the plan in an advantageous manner through which it will motivate the employees to be part of the team. This will also encourage them to work hard and to show their great strength. During the leading function, the management role is very critical, as they have to be a good listener, supporter, motivator, and leader at the same time.

In order to solve any issue or to implement any plan, the third function is crucial to enhance the effectiveness of implementation. The third step is about organizing the strategic plan, through which the managers will assign different duties to different employees. For the successful organization, it is essential to respect all the employees and to distribute the tasks in an organized and balanced way, so that no employee will feel burdened. The last function of the management is controlling, which is essential to describe the exact responsibilities of each employee so that one should not interrupt other or must not go beyond the boundaries; either legal or social. The management must make it clear to all employees that it’s a team where everyone has to work responsibly and must “focus on executing the strategy, instead of worrying whether colleagues will do what they’re supposed to do (Bryant, 2014, p. 7).” In this way, the team members act responsibly and will work hard to keep the organization as an active and successful state.

Work Cited

Bryant, A. (2014). Management is Nimble. *The New York Times*.