

# MANAGEMENT PHILOSOPHY

MY PERSONAL MANAGEMENT STYLE, MANAGEMENT EXAMPLES, AND THEIR CONNECTION TO CLASS MATERIALS



# MY MANAGEMENT STYLE

What I've learned about the importance of having an appropriate, respectful, and successful management philosophy and style...

- “My Way or the Highway Attitude”
- People-Oriented Leadership
- Proper Communication
- Don't Micromanage



# 4 MANAGERIAL FRAMES

## STRUCTURAL FRAME

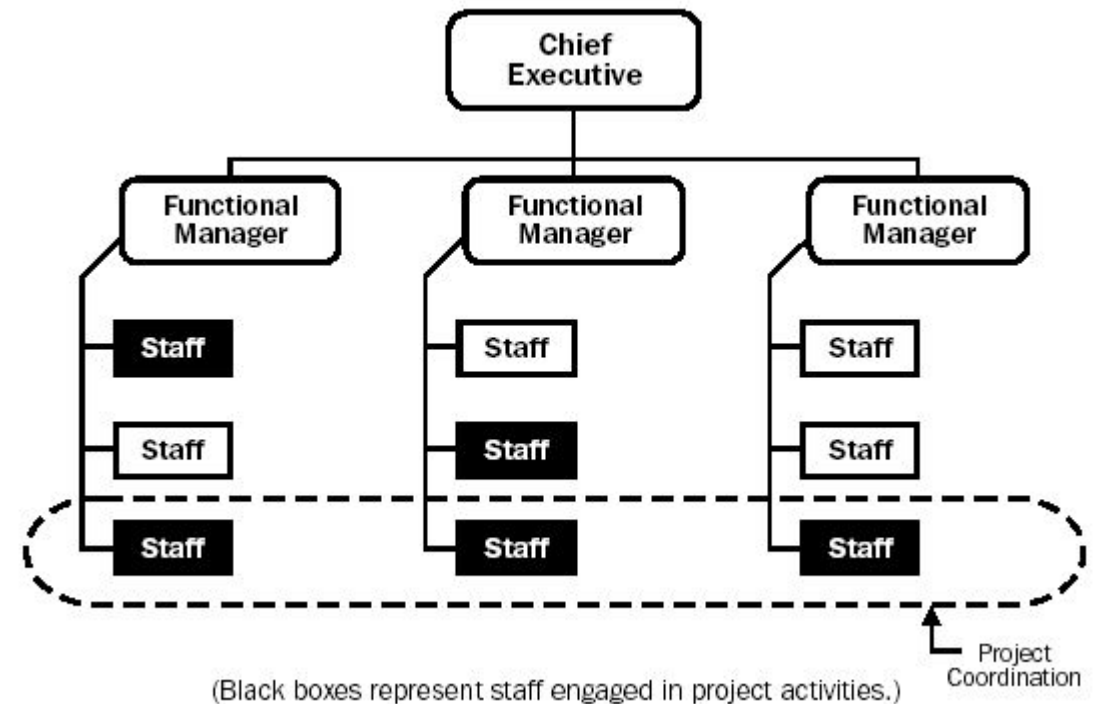
“Open Vertical Coordination”

- Authority
- Rules & Regulations
- Meetings and Task Forces

(Two way line of communication-  
although the authority makes the final decision)

\*Open Door Policy\*

- Once a month the Manager, CEO, or Owner opens their door for any employee whether at the top or bottom of the company is allowed to walk in and have a meeting about problems, suggestions, issues...etc.



# 4 MANAGERIAL FRAMES

## HUMAN RESOURCE FRAME

### Strengths-Based Management Style

- Push your employees to focus on their strengths and how they can individually contribute to the team environment

### Rewards

- Monetary

Bonuses

Salary/Wage

Paid Leave

Health Insurance

401K

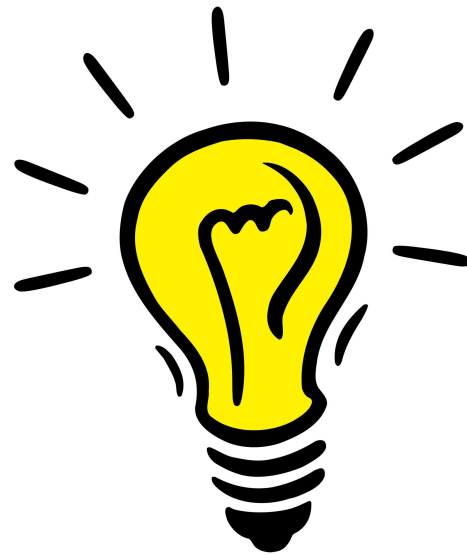
- Non Monetary

Awards

On-Site Gym



# 4 MANAGERIAL FRAMES



## POLITICAL FRAME

### Position Power

- Authority have the final say

### Information and Expertise

- Experience is important to me/what has worked and what doesn't/who you know

### New Ideas

- Put authorities and subordinates in the same meetings

### Relationships

- Important around the office/make everyone feel they are on the same level



# 4 MANAGERIAL FRAMES



## SYMBOLIC FRAME

Mission, Vision, Values

Communicate Who You Are as a Company



# FORBES MAGAZINE: 5 THINGS GOOD MANAGERS DO AND DON'T DO

Victor Lipman Author

## 5 Things Good Managers DO:

- Keep the Big Picture in Mind
- Consistent in Their Behavior
- Treat their employees' Time as if it's as Important as Their

Own

- Are Unafraid to Question Their Own Management
- Earn the Trust of Those They Manage

## 5 Things Good Managers DON'T DO:

- Become Intoxicated by Positional Power
- Play Favorites
- Go Off Half Cocked
- Avoid Conflict
- Feel Threatened by the Ability of Their Employees

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# STORIES OF A GOOD MANAGER: WASHINGTON POST

The Mark of a Good Manager Stories:

Amy Joyce

- Anne Collette said her boss's best trait is that he **trusts his employees to do the work**. "He will give his employees an area of responsibility and consistently defer to that employee for that area,"

- Kate Russell, said she was thrilled to move to a company where her **manager's door is open**.

- Jennifer Hamilton writes that her boss is a "fabulous manager" who asks **her staff members what they think of various management decisions and why**.

In addition, this **manager takes an interest in her employees' lives**. "This supervisor is not only a mentor to her staff, but also a friend. And that is why I stay at this job, and why we all work so incredibly hard. We want her to be proud of us."





# REFERENCE LIST

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