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by Hh Hh

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Management and leadership capabilities

Name

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Course

Where are you in your management and leadership capabilities?

I am currently in the military sector and I find it interesting to apply both management and leadership capabilities gained through this course. My management capabilities are incorporated in the management skills that I have acquired through learning and experience. I can comfortably apply management skills in constructing, integrating and reconfiguring competences and company's resources. My leadership capabilities are that since I have collaborative skills as well as leadership skills, I can teach, mentor and be dependable by the organization. I believe in working towards vision and embracing invention and innovation. I am best in team building and enjoys problem solving in the event where tough decisions need to be made by an organization.

What have you learned about effective management?

I have learned a couple of things about effective communication. To begin with, effective management comes with the skills of managing and leading an organization. These skills are useful in for the managers in dealing with problems faced by the organization. The successful organizations are taking a key responsibilities to train and develop effective skills that are useful in dealing with issues their organizations are facing. This is the best step in ensuring that such organizations use effective skills to achieve their set goals and objectives.

Effective management is not just how organization drives their workers for better performance. It actually calls for treating employees well and respecting them while ensuring that they remain happy at all times. I believe that right management style does not exist because the type of management depends on how individuals perspective. I have also learned what makes management effective. Any manager who achieves organizational set targets on time while using available resources in the best way is said to be an effective manager who is also engaged in effective management. I have learned important functions of managers and

thus effective management is closely related with effective managers who set targets and timeline that employees should meet. Effective managers helps to make financial forecasting and take their time to organize work efficiently. Through learning and experience I would mention that it is the role of mangers to coordinate and make use of company's resources effectively and engage in controlling activities in the organizations that helps in improving employee's efficiency. I have also learned that there are key skills that one need to have to for effective management of an organization. These skills include leadership, time management, people management and conflict management skills. Those who have no skills in managing conflict, find it difficult to handle emotional intelligence as well as solving problems that mostly affects the organization. Besides these people cannot mediate and negotiate nicely. I have also learned the importance of being patience, being honest, making good judgement and showing empathy to people because all these stands as best skills for making people. I have learned the ways in which I should improve my management skills. To do this I need to define and share my vision with employees in workplace as a way of enabling them to perform well and give high produce. Besides, I have realized that whenever areas of weaknesses are recognized it becomes easy to improve the skills of managing an organization. In essence, to succeed as an effective manager, it is important to identify any areas of weakness within the organization and many organization including military where I am currently carries out several professional assessments that helps to identify weaknesses. In reality I believe that as a manager when I focus in and works towards improving on the weaknesses then I will have my management skills improved and this will lead to effective management. The effective management depends highly on how managers talk to their employees since the improvement of management skills or enjoying effective management depends on how you talk to employees. It is always wise to inform employees about your

focus. Here you can tell them that you are trying to improve self-management skills and take time to ask them about their feeling towards your style of management.

Strength

As I have already mentioned, I am yearning to become a home contractor and this calls for proper and effective management. My strengths mostly lies in my management, leadership and collaboration skills. I have gained good management skills and thus I believe I will be good in planning projects, communicating with employees and stakeholders about the project, making wise decision, delegating duties, motivating employees and problem solving. Apart from these, I am able to perform advanced project management, simulate workforce and apply modern technology. I also have knowledge on subcontractor, I can use modern and effective machinery and use a skilful team in effective my projects. Other weaknesses are selecting experienced constructor, availability of project funds, and accessing building permit with ease.

Weaknesses

One of my weakness is giving instructions and guiding others on what they are supposed to do. This is because as a project manager or home contractor it means I will work with a team and I will be in charge of everyone and anything taking place in that contract or project. This means that I will be in charge of any mistakes that would be made by employees. Sometime, mistakes arising from the team you are leading leads into frustration. The second weakness is overcoming perfectionism. I will face frustration if the project /contract will not go as expected. Third weakness is that the team I will be working with my be incapable to adjust to work with the modern technology and this can easily lead to poor performance or even make it difficult for the project to go into completion. Fourth weakness is resistance of workers when it comes to adoption of sophisticated working methodologies. The other weaknesses are

working with uncoordinated employees, injuries of workers at work and problem of interrelating with subcontractors.

How can you use the four principles of management?

There are different ways I can use four principles of management. Planning, Organizing, Leading and controlling are key principles of management and each of one of these principles can be applied differently for the benefit of entire organization (Church & Alford, 2020).

First I will use planning to determine goals, aims and objectives of the organization. With planning I will outline mission, vision and goals of the organization. Second, can use organizing as a principle of management to develop the structure of the organization after which I would allocate human resources to help in accomplishing the set objectives. Third principle is leading and I can use it to influence and mobilize resources. As an effective leader leading can help to exert efforts within organization that leads to the attainment of the set objectives. Lastly I can use "Controlling" to ensure that there is no deviation of performance. I can do this to establish standards of a performance, compare actual and standard performance and take corrective measure where possible.

How can you use the other management theories to create value in your organization?

I can use these theories to enable the organization in focusing on the goals and objective, communicating and evolving. The theories allows organisational leadership to emphasis on the main goals and objective (Lee, Chen & Su, 2020). By implementing management theories I will succeed in streamlining all top Organization's priorities. The value will be created with proper implementation of the theories since they will allow the organization communicate with employees and this allowing it work efficiently hence creating value.

How do you want to develop and improve as you continue your leadership and management capabilities moving forward in your chosen field?

To develop and improve on the leadership and management capabilities I would like to use the following strategies. First I wish to strengthen the way I make decision as a home contractor. This will involve team overseeing, and analysing business problems effectively. Second I will try to cultivate self-awareness which will enable employees acquire certain insights concerning on my need to improve on management skills. Third is building trust to reap several benefits in my contract. I believe that if employees have high trust then they are less stressed, have a lot of energy to work towards set objectives leading to high productivity that also comes with notable engagement. All these will help improve leadership and management capabilities. Leadership capabilities can be improved through leading and making contract project by ensuring better communication (Mahdi, & Nassar, 2021). As a successful manager, I need to have strong communication that will be useful in solving major managerial role such as handling complex business problems. I would also need to clearly set goals and communicate them to the team I am working with since such goals will create an environment that is properly structured and detailing objectives that organization is focusing on. I am also planning on the best ways to use and make top-performing employees stay because competitors makes firms lose their best workers.

To sum up, there is a lot that can be learned in leadership and management capabilities. My capabilities now are collaboration skills, initiative skill, leadership and managing skills that seem to fit well in what modern organization requires. With these skills anyone is in a position to be and act as an effective managers with abilities to make wise decision and communicate skills that inspires the team (Sternad, 2019). The knowledge of effective management is critical in an organization because with skills as discussed managers becomes successful problem solver and effectively clarifies issues arising from the workplace. Finally, I would wish to improve management and leadership capabilities to help me in my carrier as

home contractor as I will be dealing with people who will need clearly commination,
motivation and coordination.

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