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Question 1

The management concept has changed over the years, with the increased competition in the market. Traditionally, the workers would be pushed by leaders, but in the present day, many people are educated and have diverse aspirations, making it impossible to push them. Instead, leaders have to create an environment where the workers are comfortable and thus execute the necessary duties. Therefore, the modern view of management is said to be a process where managers ensure things are done right to attain the set goals both effectively and efficiently.

The modern concept insists that a process has to be involved in things to be done right. These are a series of phases that form the basic functioning of an organization (Traneva & Tranev, 2017). The management has to cooperate with the employees to ensure that the processes are efficient. Among the procedures are planning, organizing, motivating, and controlling. The concept insists that when the processes are followed, chances of attaining goals are high. Today's idea of management also insists on effective and efficient functioning.

The employees should be productive in that work is finished as per the set guidelines and efficient, where they utilize the available resources maximally for the benefit of the business. Scholars insist that the two aspects have to be combined for success in the organization to be achieved (Zeng, 2019). Lastly, the modern idea of management states that the activities directed by the managers should be in line with goals. Besides, all employees should yearn to achieve the goals individually and as a group. Each worker must, therefore, understand the needed goals and cooperate with the rest building a team.

References

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Zeng, Z. (2019). Different functions between leadership and management in today's enterprises. *The Frontiers of Society, Science, and Technology*, 1(3).

Question 2

Organizational leaders would ensure improvement in the following areas in ensuring that goals and objectives are met. Engaging workers is one of the sections that require renovation in an organization, where the leaders build a close relationship with workers. As reported by the Gallup survey, engaging with employees is necessary for ensuring they execute the best performance and also develop commitment to the organization (Belvedere & Tunisini, 2018). Doing this is helpful as the workers understand the business strategy better and thus serves the buyers as needed leading to the attainment of goals. Improvement is also needed in developing better leadership practices. For instance, communication should be boosted where the workers reach the leaders whenever the need arises. It would help meet targets and solve issues before the customers are affected.

Managers would also ensure improvement by determining and eliminating internal barriers. Here the competitive differentiation strategy is assessed in identifying issues in policies, procedures, and business structure. After the problems are identified, the managers ought to communicate to the employees and develop solutions. It helps in boosting the internal functioning making the organization reliable in fighting the rivals (Goshu et al., 2017). Metrics aligning is the other area that leaders need to focus on ensuring improvement. Here, the focus is on value addition by guiding the decision-making process. Each department should understand their roles in boosting the organization wherein the end; the metrics would be in line. Besides, training and development should also be done, where the

managers guide the workers to improve their lives as well as the company. It would be done by regular training, where new skills and knowledge are gained. Finally, leaders should focus on the business strategy and ensure those workers and other stakeholders are striving to accomplish the strategy. It helps the business have efficiency and thus gained competitive benefits.

3 References

Belvedere, V., & Tunisini, A. (2018). Customer-driven supply chain improvement: Evidence from Italian companies. In *Inaugural Industrial Marketing Management Summit* (pp. 1-31). N/A.

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