

## Definitions and functions of management

5882:

**Management by objectives** is a management model that aims to improve performance of an organization by clearly defining objectives that are agreed to by both management and employees. It is a way of making sure that everyone moves forward consistently. Managers set and pass on objectives that have been put in place to help to achieve goals. Managers are responsible for defining the purpose of the tasks so that the workforce understand why they are completing something.

Situational and Contingency management:

Situational and contingency leadership is a theory introduced by Blanchard and Hersey, about how the situation is related to a leader's (or management's) personality and behaviour.

For example, just as you are likely to vary your personality or behaviour according to any given situation, so will a manager or leader.

**Delegate** - to assign a task or responsibility to another person.

**Continuous** - something that continues with gradual change over time.

Functional and Action-centred management:

According to actions-centred management, there are three elements to all leadership situations, they are:

- 1.) The achievement of a goal or task.
- 2.) The group of people performing a task.
- 3.) Each individual member of the group involved in the task.

This approach, "Action-Centred leadership", is centered on the actions of the leader. The leader must balance the needs from each of the three elements. The effective leader is the one who keeps all three in balance.

**John Adair's theory of Action Centred Management.**

Transformational and transactional management:

Transformational and transactional.

Transactional leaders focus on the role of supervision, organization, and group performance. They are concerned about the status quo and day-to-day progress toward goals.

Transactional leaders work to enhance the motivation and engagement of followers by directing their behaviour toward a shared vision.

The concept leadership continuum for management behaviour:

The leadership was originally written in 1938 by Tannenbaum and Schmidt and was later updated in the year 1973.

Their work suggests a continuum of possible leadership behaviour available to a manager and along which leadership styles may be placed.

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