

ESSAY ON GOOD MANAGEMENT

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Good management in my own words, I will say it is the art of doing things that are beneficial to achieving the institutions' goals. Or, good management is the way the operations of an institution are aligned to the achievement of the overall mission and vision. And in achieving this mission and vision you must consider, staff, clients, beneficiaries, and customers as central to the operations I am talking about. Good management involves seeing every staff as a friend, an individual with potentials. By getting to know them personally, you as a manager will be able to maximize productivity, and that productivity will affect the mission of the institution positively. From my experience, good management focuses their attention on helping employees to grow in capacity and potential to push them to perform well, as well as providing them opportunities to exceed projections.

In the aspect of separating personal interest from professional work is a vital point to note in a good management setting, Good management involves seeing every staff as a friend but don't hesitate to fire any staff when the performance is low as this also shows how a good manager can be when you do not compromise discipline to cordiality.

In a good management setting, you will see tangible benefits to an institution, including the ability to motivate staff and align them to the institution's vision as I mentioned above. Staff motivation directly affects productivity, profitability, smooth operations, boost enthusiasm, etc. in a setting of poor management things like motivation are scarce or absent to some extent and the goals of that particular institution are heading to failure.

Good management also entails listening to staff concerns and suggestions In terms of operations. If you as a manager always take into consideration the inputs of staff it will help the company in realizing its goals because staff will feel belonged and confident that they have such potentials to create change, with such confidence they will always be happy to give ideas to better the company. One thing we must realize is the fact that no one is a reservoir of knowledge, good managers always know this fact and in a good management setting, the inputs of employees are always seen as vital to the work.

Adopting Monitoring and Evaluation as a culture

The collection and analyzing performance data of an organization is also an element of good management. With evaluation, the manager will be able to determine the current position of the organization, as in success achieved, what needs to be done next to improve on the overall operation of the organization.

Good management to me is establishing a practical culture within the institution, from my experience as a manager, this particular point has helped in transforming employees, build sustainable employee relationship, boost working enthusiasm. As a manager, my task is to oversee the entire company and I see that to improve the company I must ensure everyone is performing well. Good management inculcates the spirit of working as a team, teamwork culture is established. This culture helps build employee relations. It as well boosts working enthusiasm, because the staff knows that even if I do not understand a task or achieving it within the deadline could be difficult my team will help in overcoming these challenges. Another culture such as welfare has proven to be efficient in offices. I believe in doing things at a fast pace to meet the deadline, so I inculcate it within the management system and it has helped in transforming so many employees.

Adopting Marketing as a central element of operations; any organization that does not engage in marketing should not be referred to as an organization/company, marketing to him is an essential tool to succeed. Marketing should be central to the operations of the organization. In a good management setting, the achievement of the mission is central to the manager and extensive marketing helps in that regard. In bad management, setting marketing is not considered or even done fashionably.

In conclusion, Good management also focuses on foreign competition. It also entails decentralization in decision making, my experience in management is a bright one and it is from that experience I see good management as the way the operations of an institution are aligned to the achievement of the overall mission and vision. If a company succeeds the tangible reason will be because of good management.

Bad management: to me. The above meaning of good management; is the way the operations of an institution are aligned to the achievement of the overall mission and vision.

The first point in my comments towards bad management is that if a manager does not clearly define the roles and responsibilities of employees, leaving everyone confuse with what they should do. This will leave room for unproductivity. And when this happens the mission and vision of the organization will be hard to reach and as long as the mission is not achieved we will classify this as bad management because from my view in good management the operations must be aligned to the achievement of the mission and goals. That is the first point.

Secondly, in a bad management setting, the ability to motivate staff and align them to the institution's vision is absent. Staff motivation directly affects productivity, profitability, smooth operations, boost enthusiasm, etc. in a setting of poor management things like motivation are scarce or absent to some extent and the goals of that particular institution

are heading to failure because profit comes when staff is committed to the vision and that commitment is activated by motivation.

Bad management also entails not willing to listen to staff concerns and suggestions In terms of operations. If a manager fails to take into consideration the inputs of staff it will lead the company into not realizing its goals because staff automatically feel less important and the confidence in them to contribute and the potential to give positive inputs will vanish. A manager must realize the fact that no one is a reservoir of knowledge, good managers always know this fact and in a bad management setting, the inputs of employees are always seen as less important to the work's success.

Bad management entails not establishing a practical culture within the institution, as a manager, my task is to oversee the entire company, and To improve the company I must ensure everyone is performing well. Bad management settings fail to inculcate the spirit of working as a team, teamwork culture is not established. This culture helps build employee relations. It as well boosts working enthusiasm and helps in completing tasks and projects.

Good management is different from bad management, from the visible good and accepted decisions made and or practices by managers, deliverables of staff, and the number of success stories recorded by an institution. Where there is bad management, there are little or no success stories whereas in a good management setting there are numerous success stories to point at, especially in the economic aspect.

Here are some best practices which contribute to the economic results of a company.

1. Strategic Planning and Defining the company strategy - know where you are going

- Vision, mission, etc
- Setting Yearly Goals

It is worthwhile to set your organization's journey clear by setting goals. Defining goals for the organization helps in giving direction to the manager and staff as to what needs to be done, how, and when. These goals help the manager organize resources so that the mission of an organization is achieved.

- SWOT analysis
- Set targets and indicators
- Align incentives, with bonus, etc
- Monitor the targets
- Understanding customers who are your customers, clients
 - Understand how to do marketing and sell to the clients
 - What are their needs? "Don't ask what they want, but understand what they need"
- Benchmarking

- Networking, creating and maintaining external relations for opportunities with key players in the industry.

2. Analyzing the situation of the company

- Cash!!!
- Finances: (getting the right numbers) Revenues, Costs -> Margin;

3. Analyze your product in comparison to your competition

4. Do more than Regular performance appraisal

Conduction of regular performance appraisal creates a platform to review past achievements, present challenges, and goals. This also gives room to discuss skillsets, development plans, and career aspirations that address performance gaps. Feedback should not end after this process, to increase performance, managers must provide mentoring, coaching, and support on an ongoing basis. Provide a space for mutual discussion.

5. People Management

- **Recruit the right people for the job**

Hiring the ideal candidate to do a job is more productive than getting someone you are familiar with but cannot do the job. Putting a square peg in a round hole will not help the company. It all boils down to a theme called "specialization" a specialized person has more knowledge in a particular field, and more knowledge leads to productivity.

- **Staff submission of Monthly work plan**

This activity of drafting a monthly work plan helps managers in supervising, evaluate staff, and keeping track of the work in progress of each staff. And also staff to be prepared for obstacles because part of the planning process is creating a contingency plan for unexpected problems.

- **Having Regular Meetings**

Meeting on regular basis is central to creating a healthy organization. Meetings provide the organization with a regular forum on the core value, it allows staff to realign principles and give perspective on business practices.

The best practice of developing authentic connections among staff is vital in succeeding in a competitive like business management.

- **Motivating performing staff through incentives, promotion.**

According to F.W Taylor's Principles of scientific management published in 1911, mentioned that one of the best practice in good management is motivating high performing staff by giving incentives, bonuses and promoting them. And this keeps them enthusiastic and focused on the goals.

- **Establishing practical culture Cohesiveness**

The culture mentioned here is not related to socio-economic status, it means a sense of shared values that, with the right level of engagement will lead to an efficient outcome.

When

A teamwork culture is established. This culture helps build employee relations. It as well boosts working enthusiasm.

- **Help employees to grow in capacity and potential**

Developing staff professionally in an organization to be productive is a fruitful venture for any institution. When performance gaps in staff are noticed, management must ensure to provide opportunities for these staff to gain the right knowledge and skills to improve their performance.

6. Mind your investments and tools, to make sure it's efficient?

7. Separate "professional, business results" from your personal feelings.

8. Adoption of an open Management system

Listening to staff concerns and suggestions In terms of operations tend to improve the all-round development of an institution. An open management system mean also that your staff members feel free to come to you with questions, it means that you are open to new ideas and ways of doing things that your staff brings. When concerns of staff are taken into consideration it will help the company in realizing its goals because staff will feel belonged and confident that they have such potentials to create change, with such confidence they will always be happy to give ideas to better the company.

9. Adopting Marketing as a central element of operations

As stated by Drucker, any organization that does not engage in marketing should not be referred to as an organization/company, marketing to him is an essential tool to succeed. Marketing should be central to the operations of the organization.

10. Adopting Monitoring and Evaluation as a culture

The collection and analyzing performance data of an organization is also an element of good management. With evaluation, the manager will be able to determine the current position of the organization, as in success achieved, what needs to be done next to improve on the overall operation of the organization.