EFFECTIVE MANAGER

by:
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Spiderman said “with great power comes great responsibility”, as a manager you has the power to connect with prominent people in the organization. A manager has the power to reward employees and set team goals.

The purpose of a manager to achieved good results through the work of other people. You are the leader but not just a leader, but you have to be an effective leader. You show people where to go and help them find the best path for reaching that destination. As a manager your personal growth can affect the development of your people by inspiring and directing them.

Most of the managers specially here in the Philippines are called “kontrabida”, “KJ” and “kalaban” because they rule people using their power even though the employees are not happy with their job. Rules are required, but too many of them are demotivating. Other managers didn’t give consideration to their people. Some organizations are full of policies and practices that are perceived as biased. Most of the manager must develop the ability to take an employee's perspective and see things from the employee's point of view. Most employees are willing to be empowered, but few managers are willing to give them the authority to be empowered and it makes unhealthy working environment, in which competition for power, influence, resources, and promotions are based on subjective and hidden criteria is very demotivating for employees.

Every manager needs to know how to acknowledge and reinforce employees and how to avoid criticizing them when they make a mistake. True leaders accept their employees' mistakes as their own learning opportunities beyond this circumstances,
being a leader means taking responsibility for everything that happens in the department. Manager needs to be able to ask for and take in feedback from their employees with acceptance even if it is positive or negative feedback. Simon Lavallée-Fortier said “Once you’ve experienced the benefits of a great manager, you know that being a manager is about more than advancing your own career, it’s a great opportunity to empower your team to succeed and take on challenges.”

References:

https://officevibe.com/blog/key-management-skills