MANAGEMENT 301– EXAM 1 Study Guide 2014

Chapter 1: What is Management

Traditional Pyramid vs. Inverted Pyramid

Traditional Pyramid	Inverted Pyramid
CEO–> Reports to Board of Directors (for profit) or Trustees (non profit)	Customers/ Clients
Senior Managers	Operating Workers
Middle Managers	Team Leaders/Middle Managers
Front–Line Managers	Top Managers
Non Managerial Workers	CEO (Board of Directors/Board of Trustees)

Inverted Pyramid: Customers are on top with higher level managers supporting the employees who serve those customers

Manager: Person who supports and who is responsible for the work of others

Skills of a leader:
- Develops
- Long range view
- Challenges status quo
- Innovates

Dudes	Develops
Love	Long–range view
Chipotle	Challenges Status Quo
In PSU	Innovates

Skills of a manager:
- Maintains
- Relies on control
- Structure focus
- Short–range view

Men	Maintains
Rail	Relies of control
Slutty	Structure focus
Sloots	Short term view

Skills of a manager according to Robert Katz:
- Conceptual skill
- Human Skill
- Technical Skill

T.	Technical Skill
H.	Human Skill
C.	Conceptual Skill

Career Issues for Managers: Leadership Competencies

–Globalization– Worldwide interdependence of resources; involves markets and business competition; the work world is being changed by recession, etc.

–Job migration– global outsourcing: moving jobs to another country

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Table of Contents Study Guide For Management

1. Understanding the eBook Study Guide For Management
    - The Rise of Digital Reading Study Guide For Management
    - Advantages of eBooks Over Traditional Books
2. Identifying Study Guide For Management
    - Exploring Different Genres
    - Considering Fiction vs. Non-Fiction
    - Determining Your Reading Goals
3. Choosing the Right eBook Platform
    - Popular eBook Platforms
    - Features to Look for in an Study Guide For Management
    - User-Friendly Interface
4. Exploring eBook Recommendations from Study Guide For Management
    - Personalized Recommendations
    - Study Guide For Management User Reviews and Ratings
    - Study Guide For Management and Bestseller Lists
5. Accessing Study Guide For Management Free and Paid eBooks
    - Study Guide For Management Public Domain eBooks

14. Embracing eBook Trends
    - Integration of Multimedia Elements
    - Interactive and Gamified eBooks

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