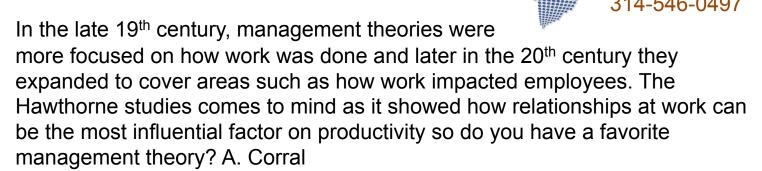
Question of the Week - August 11, 2019

What is your favorite management theory?



Leader Talking Points

Opportunity: Team-Building Activity

- a. Ask team members for examples of management theories outside of work.
 - 1) Motivation: Looking at what motivates people to do what they select to do on a daily basis.
 - 2) Conflict: Focusing on dysfunctional conflict among parties for example.
 - 3) Other.

Discussion Points

- Ask your team for examples of management theories at work.
 - 1) Administrative Theory: 14 management principles that include Division of work, Authority which managers must have and Discipline among others.
 - 2) Bureaucracy Theory: Focus on the hierarchy of authority from top to bottom for example.
 - 3) Other.
- b. Ask your team for ideas on how to put into practice management theories at work.
 - 1) Team Dynamics: Determine the quality of the relationship between team members and manager and make it stronger.
 - 2) Other?

Team Challenge Activity

- a. Ask the team to offer one or two areas where practice of management theories has been an issue.
 - 1) Example: Identify a situation where a manager speaks about the values of the organization but management actions contradict these core values.
 - 2) Solicit ideas on how to address this issue on a team level.
 - 3) Ask for a volunteer to take the lead to work with the manager and team on the selected opportunity and report back to team on next steps.