

## Question of the Week – August 11, 2019



### What is your favorite management theory?

In the late 19<sup>th</sup> century, management theories were more focused on how work was done and later in the 20<sup>th</sup> century they expanded to cover areas such as how work impacted employees. The Hawthorne studies comes to mind as it showed how relationships at work can be the most influential factor on productivity so do you have a favorite management theory? A. Corral

### 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

- a. 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.