

THE THEORY OF PROPER MANAGEMENT

Unlocking the secrets of
better management

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Аннотация

Inefficient management is more than just a hurdle; it's a roadblock that can hinder progress, stifle creativity, and ultimately, impede success. Unfortunately, it's a problem that many organizations face, regardless of size or industry. This book is written for students and aspiring executives who wish to improve their management skills and solve problems for the successful operation and sustainable development of companies and organizations of all forms.

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Dear reader, this book is presented in an abbreviated form of a methodological guide for self-study of management skills with facilitated analysis and memorization of the subject.

1. Bases of Management: In this part, we can explore the basic principles and concepts of management, such as hierarchy, authority, communication, and decision-making. We will also discuss different management styles and their impact on the organization.

2. Management Goals: In this section, we will be exploring the importance of defining goals and aligning them with the organization's mission and strategy. Then, we will discuss methods of setting goals, measuring and monitoring them, as well as the impact of goals on employee motivation and productivity.

3. Planning: Here we can consider the planning process by

including the development of a strategic, tactical and operational plan. Additionally, there will be methods of forecasting, analyzing the environment, formulating goals and strategies, as well as resource planning and monitoring the implementation of the plan.

4. Strategic Mindset: In this part, there will be discussion about strategic thinking as a key aspect of management. There's going to be analysis of the external and internal environment, the identification of strengths and weaknesses of the organization, as well as the development and implementation of strategies to achieve a competitive advantage.

5. Micro and macro process management: In this section, we can explore the management of operational processes at the micro level, including production, quality, supply management, etc. We can also consider the management of macro processes such as strategic planning, change management, project management, and so on.

6. Structureless management: this section can be attributed to the most difficult psychological skills in the field of management. In this part of the book, we consider structureless management as one of the important skills in achieving success in management activities.

7. Management after death: In this section, we will show issues related to inheritance management, transfer of power and managerial responsibility after the death of the head. We will consider different approaches and recommendations for successful management in such situations.

Bases of Management:

Management is the process of organizing and directing the resources of an organization to achieve its goals. The basis of management is the ability to coordinate the actions of employees, make decisions, control the fulfillment of tasks and ensure the effective functioning of the organization.

Management principles include planning, organization, motivation, control and coordination. A good worker should be a good communicator and leader, also be able to inspire their team to aim common goals.

Management goals:

Management goals serve as a guideline for the organization's activities. They must be SMART (specific, measurable, achievable, relevant, and time-limited). Goals can be long-term and short-term, and can also be aimed at various aspects of an organization's activities, such as financial results, product quality, or customer satisfaction.

It is important to build management goals in accordance with the mission and strategy of the organization. They should

be clearly formulated and understood by all employees so that everyone can contribute to their achievement.

Planning:

Planning is the process of defining goals and developing strategies and tactics to achieve them. Proper planning allows an organization to anticipate possible problems and risks, as well as identify the necessary resources to successfully complete tasks.

Planning includes analyzing the environment, identifying the strengths and weaknesses of the organization, as well as developing alternative development paths. A key element of planning is to determine the sequence of actions and set priorities for the successful achievement of goals.

Strategic mindset:

Strategic mindset is the ability to see settled things in the long term and analyze the internal and external environment of an organization in order to develop competitive strategies. This includes understanding the needs of customers, market trends, advantages and weaknesses of competitors, as well as the internal resources and capabilities of the organization.

Strategic mindset helps heads of companies to determine the path of an organization's development, grow competitive advantages and realize them through strategic planning and execution.

Micro and macro process management:

Micro process management refers to the management of operational processes at the micro level, such as production line management, product quality, supply chain, etc. In this case, the emphasis lays on efficiency, productivity and control of operations.

Macro process management, in turn, concerns the management of strategic and organizational processes at the highest level. This includes change management, strategic planning, project management, quality management and other key aspects of the organization.

Structureless management:

Structureless management is a management method based on delegation of authority and creation of conditions for self-organization of employees. Having the skills of structureless management allows you to achieve your goals with the least expenditure of energy and without risk to yourself, for this reason, this method has found wide distribution and development among senior managers. The application of strategic sustainable development goals at the heart of structureless management has led to the creation of the most effective continuous management system. In this regard, we consider structureless management to be inseparable from the strategy of the Sustainable Development Goals. In this method, the employee does not give specific

instructions to employees, but creates conditions in which they can make decisions and act independently. Delegation of authority can be seen as a healthy manipulation of employees' minds. Manipulation is the process of influencing the behavior of other people. Healthy manipulation is one type of tactics that does not harm other people and is aimed at achieving positive goals.

Structureless management can be very effective because it allows employees to show initiative and creativity. However, it can also be very difficult, as it requires employees to have a high level of trust in workers and the ability to create the right conditions for self-organization. In politics, the executive branch largely depends on employees who have expertise in various fields and know the methods of structureless management. These workers play a crucial role in the development and implementation of strategies that determine political development and make key decisions in all areas of government activity. Their ability to innovate, be flexible in decision-making, and be able to structure complex processes without resorting to personal physical presence makes them an invisible but crucial part of the political landscape. Thus, political leaders become executors in the hands of employees who combine expertise, strategies and skills of structureless management to achieve common goals and interests of society. At the same time, the formation of ideologies and interests of society is influenced by strategic structureless management.

Here are some specific tips for using structureless control:

Delegate authority. Don't be afraid to delegate authority to employees. This will show them that you trust them and consider them capable of making independent decisions.

Create conditions for self-organization. Provide workers with the necessary resources and information so that they can solve tasks on their own.

Be prepared for employees to make mistakes. Mistakes are part of the learning process. Don't criticize workers for mistakes, but help them fix them.

Structureless management can be a very effective management method, but it requires certain skills and abilities from employees. One of the key skills is the ability to quickly dive into the subject area: Employees who want to successfully apply the skills of structureless management should be as diligent as possible in studying the subject of their management activities. This includes actively obtaining information and information about objects and subjects, scientific achievements, resources and other aspects directly or indirectly related to the goals and objectives of the company. A deep understanding of the subject area will allow employees to make more informed and effective decisions, as well as more accurately assess the situations and needs of the team. Thus, structureless management is a tool that is used by experienced workers who have been constantly deepening their knowledge in various fields over the years. These employees strive for constant

self-development and excellence, actively explore new trends and innovations, and integrate the knowledge gained into their management practice. Their ability to develop themselves and their commitment to continuous learning allow them to successfully apply structureless management in various situations and achieve outstanding results.

In addition, workers who want to master this method of complex management must develop skills such as:

1. **Flexibility and adaptability:** Employees must be flexible and able to adapt to variable conditions and situations without the need to strictly adhere to predefined procedures and rules.

2. **Communication skills:** Effective structureless management requires employees to communicate their expectations, goals, and strategies clearly and clearly with team members, as frequent communication plays a key role in ensuring focus and coordination of efforts.

3. **Empathy and Understanding:** Empathy is the individual needs and motivations of team members will help employees effectively allocate tasks and provide support where needed, contributing to increased productivity and staff satisfaction.

4. **The ability to delegate:** Structureless management implies trust and delegation of responsibility to team members. Employees should be confident in the ability of their subordinates to perform assigned tasks, and be ready to give them sufficient freedom of action so that they can show their potential.

5. **Risk-taking ability:** Structureless management often

involves experimentation and non-standard approaches to problem solving. Employees should be prepared to take risks and not be afraid of failure, as this can be a source of valuable experience and innovation.

The development of these skills and abilities will help workers successfully apply structureless management and achieve high results in working with the team.

Management after death:

Creating an enterprise and investing all your efforts and time in its development, but not trying to foresee and plan its future after your death is a very common problem of irresponsible, egocentric, and often dictatorial management principles. Managing after the death of a leader is a difficult and very responsible task. It should be noted about the consequences of neglecting this aspect of management, which occurs in most cases after the death of employee. There are many facts in history about the decline and disappearance of entire corporations and companies with multimillion-dollar resources after the death of the founder. In such situations, it is important to have a clear succession and transfer plan in order to ensure the continuity of the organization's activities.

One of the key aspects of management after death is to identify an heir and prepare him for the leadership of the organization. It is also important to ensure a smooth transition period to minimize the negative impact.

As you can see, each of these topics plays an important role in understanding and applying management principles and techniques. By breaking these topics into more detailed articles, you can explore each of them more deeply and master effective management skills.

Practical recommendations for university students that will help them master the main secrets of management:

Self-control and self-organization:

Practice meditation or relaxation techniques to learn how to control your emotions and stress.

Keep a diary to be aware of and analyze your reactions and behavior in various situations.

Self-analysis and self-assessment:

Set goals for yourself and regularly evaluate your progress.

Spend time on self-reflection, analyzing your strengths and weaknesses to identify areas for improvement.

Managing the physical body and mental state:

Engage in physical activities such as yoga, swimming or running to maintain physical activity and promote health. Physical education also implies concentration, neat appearance, cleanliness and order in the premises, balanced nutrition. Pay attention to the mode and quality of sleep, the quality of bedding and furniture, temperature and ventilation in the bedroom.

Practice relaxation techniques such as breathing exercises or

meditation to maintain mental well-being.

Facial expression management:

Learn non-verbal communication skills such as gestures, facial expressions and intonation to effectively express your thoughts and emotions.

Fundamental knowledge:

Regularly read books, articles and scientific publications in management-related fields to expand your knowledge and understanding.

Analytical skills:

Solve problems and participate in projects that require information analysis and search for optimal solutions.

Participate in simulation games and business simulations to develop your analytical skills.

Insight and foresight:

Study and analyze historical data and trends to predict possible developments in the future.

Discuss your ideas and predictions with other students and mentors to develop your insight.

Healthy thinking and rationality:

Develop critical thinking and the ability to analyze information in order to make informed decisions.

Study the principles of logic and argumentation to develop your rationality.

Decision-making speed and courage:

Participate in training situations that require quick decision-

making in order to develop your reaction and thinking speed.

Overcome your fears and take risks in unknown situations to develop courage and willingness to act.

These exercises and recommendations will help university students develop and improve their management skills and achieve success in their future professional activities.