

Management

THINK ABOUT IT

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Wales Management Council works with partners within and beyond Wales to promote better management performance at all levels in the economy.

As part of that task we encourage managers like you to consider how they can expand their own capabilities and become better at what they do.

This monthly digest aims to help you, and people like you, to focus more clearly on the practical challenges you face.

We don't pretend to have all the answers but we hope these questions promote thinking that is helpful to you.

If you have views on any of the issues raised please let us know.
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Weighing all the Options

It's estimated that after just three opening moves by a chess player more than nine million positions become possible on the board.



How do you, as a manager, ensure that you evaluate all of the options open to you before making important strategic decisions?

Selling Yourself to the Team

A new Investors in People survey found that less than one in five Welsh workers regarded their boss as being valuable to the organisation only one third viewed their boss as a good role model.



How do you know what your staff think of you, and what are you going to do about it?

Leaders or Managers

Jonathan Gosling and Henry Mintzberg of the Massachusetts Institute of Technology say management is "neither a profession nor a science but a practice that has to be appreciated through experience, in context."



Do you agree with this and if so how can young managers or leaders accelerate their learning pathway towards excellence?

The Favoured Few!

A recent survey revealed that, although two thirds of Welsh businesses provide some formal management development, many of these concentrate their investment on fewer than half of the managerial team.



Given that your training budget is probably limited, do you regard it as better to invest in the most promising and highest performing managers than to spread the training across all managers on your team?

Comparing Notes Down at the Club

Networking through clubs, societies and associations is regarded as a great way to win new business, as it helps to get closer to potential customers and win their trust.



You'll probably agree with that. But are you also making the most of networking as a learning opportunity by using it systematically to discover how other managers deal with the kind of issues you face in your business?

Management Webwatch

www.move-on.org.uk

Improving basic skills in the workforce has been identified as a high priority for managers. Move-On is a national numeracy and literacy project offering a free brush-up course to new learners who don't see themselves as needing help with their basic skills. There's an interactive numeracy and literacy quiz to do, and before you suggest other people in your organisation might like to have a go, give it a try yourself. It provides a useful checklist on competency on tasks that we need to carry out everyday.

Leading Wales Towards Management Excellence