

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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On the Ball or Not?

Legendary Brazilian football star Pele once remarked that a good player always knows where the ball is at any given time, but a great player knows where the ball is going to be.



Do you know where your products, your markets or your own staff are going to be in six months or a year's time?

Thicker than Water?

A new Venture Wales survey has discovered that more than two thirds of Welsh entrepreneurs would rather embark on an enterprise with friends than with family members.



Do you believe family bonds form the basis of a stable company or can such relationships get in the way of good business? Should your business partner always be chosen for professional reasons only, leaving aside kinship or friendship altogether?

Dealing With "Dead Wood"

Three quarters of UK managers and more than eight out of ten staff told a recent Investors in People survey that they had colleagues who didn't pull their weight?



As a manager do you ever find yourself overloading hard-working staff to avoid being let down by lazy or unreliable members of the team? Could you be risking the loss of your best players and being left with the underperformers?

Recognising True Leadership

According to a recent Harvard Review article, leaders who are almost painfully humble can often be the ones who can catapult a company from merely being good to being great. They are often the possessors of a steely resolve and a fearless disposition.



In looking to promote people in your organisation have you ever overlooked people who lack the obvious charisma of leadership when in fact they may be able to achieve quietly what their louder colleagues fail to achieve?

What it really means

When Psychologist Martin H Fischer argued that "Knowledge is the process of piling up facts, while wisdom lies in their simplification," he echoed Leonardo Da Vinci's famous assertion that "simplicity is the ultimate sophistication."



As a manager how much information do you store in your head and how much of it can you simplify and use in your business? Do you sometimes confuse yourself and others with complexity when the wisest route would be simplicity.

Good Read

Three books, "The Ultimate guide to Successful Networking" by Carole Stone (Vermillion), "Brilliant Business Connections" by Frances Kay (How To Books) and "Personal Networking" by Mick Cope (FT Prentice Hall) all link together a theme given great prominence in Wales Management Council's document "An Agenda for Growth" - the importance of networking. Stone's books is a practical guide that answers lots of niggling questions about networking, Kay's is more suited to those with an academic bent, and Cope's is rather too serious. But they're all worth having a look at.

Leading Wales Towards Management Excellence