Discussion Post;

People management is complex and involves a wide range of skills. Based on your learning in this class, what do you think are the key skills of an effective manager? Pick 3 to 5 key skills and explain why these skills are the most important, in your opinion.

Candice,

Effective managers need to possess integrity, candor, and passion. Jack’s rules focus on these characteristics for a reason; it is what leaders do (Welch, 1). Leaders create a place where employees want to work and want to succeed.

Integrity

If a manager says they will do something, they need to do it. Not living up to one’s word will erode trust in the team. Continuing to employee underperformers will not only slow productivity, but it also sends a message the behavior is acceptable, and leaders do not want to deal with the problem. Earning employee trust builds a better team (Welch, 2).

Candor

Being candid with others is much more than telling someone when they have messed up; it is about telling people when they do things right and trying to mentor others. You Leaders should be always candid with employees and expect the same in return (2). Through candor, leaders can improve and better position team members. Another way to show appreciation is to use a reward system. Praise is free and can be more meaningful than financial rewards (Lecture, 3).

Passion

Being passionate about one’s work and the employee success can motivate and attract other exceptional and passionate people. No one wants to be around a grump. Leaders should create a culture where employees are excited to come to work every day, and they see the value in their work. Passionate people are always learning and trying to improve the business (2).

These skills combined will create a solid team once leaders have the right players. It will propel the team to win.

Felicia Post,

Dr. D and classmates,

Q: People management is complex and involves a wide range of skills.

Based on your learning in this class, what do you think are the key

skills of an effective manager? Pick 3 to 5 key skills and explain

why these skills are the most important, in your opinion.

A: The following is the most important skills for effective

management:

1.Hire people that are better than you.The people that are put into

management positions should have passion, the best in mind, and the

hungriest for business. When there are people that want the best in

charge, the results would be of a winning team. Having a winning

team get winning results. Management has to have all four Es and

plenty of P.

2. Communication success depends on the attitudes displayed by the

management team.Communication between the employees and management

affects the flow of business. If everyone's attitude is at it's

best, then the flow of business will be flowing at its best. If

there is someone with a negative attitude on the time, that person

can influence other co-workers to have a bad attitude. No one can

afford to have negativity in a business.

3. Pay can contribute to a winning management team. When management

is paid for excelling the company, the management team performs

even better.A well-paid person that is recognized for a job well

done is a happy employee. Some companies that are just beginning

may not pay as much but recognizing that the manager is good makes

a difference. Sometimes, companies have to pay others less than the

other because of their performance.