

# 2.1

## Management and leadership

### Ideas for answers to progress questions

- 1 Using the example of a bakery:
  - ▶ Organising: management might divide the bakery into bread and cakes. They would organise sufficient ingredients and employees to complete the work required.
  - ▶ Commanding: make sure that each employee or team knows exactly what they need to do. Tell them how many loaves and cakes must be produced each day; what methods must be used.
  - ▶ Co-ordinating: make sure that each team (bread and cakes) is on course to complete enough items to meet the orders by the time delivery is due. Make sure that each employee or team knows which items to make. Prevent all employees making the same item!
  - ▶ Controlling and monitoring: check that all activities are taking place as planned and if not then take action to make sure that necessary changes are made.
- 2 To ensure that products are being produced at the required speed. That employees are capable of completing the tasks allocated to them. Employees needing more training would be identified. Any lack of ability could severely affect the quality of the product being produced. Methods of production must be checked to make sure that the most efficient and most productive methods are used.
- 3 A leader is someone with vision and who inspires others to follow their ideas. A manager puts the ideas of a leader into practice; they implement the ideas on a practical level.
- 4 Answers could include:
  - ▶ More participation motivates employees
  - ▶ Two-way communication allows for feedback from which good ideas can be contributed by employees
  - ▶ Employees are likely to be more committed to business changes that they have been involved in discussing.
- 5 Answers can include: employees do not feel trusted; good ideas from employees will not be heard due to one-way communication; lack of motivation of employees who do not feel involved in the business.
- 6 Highly skilled and self-motivated.

# Management And Leadership Questions And Answers

**Terry C. Jones**



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