





**EFFECTIVE**

**MANAGEMENT**

# Effective Business Management

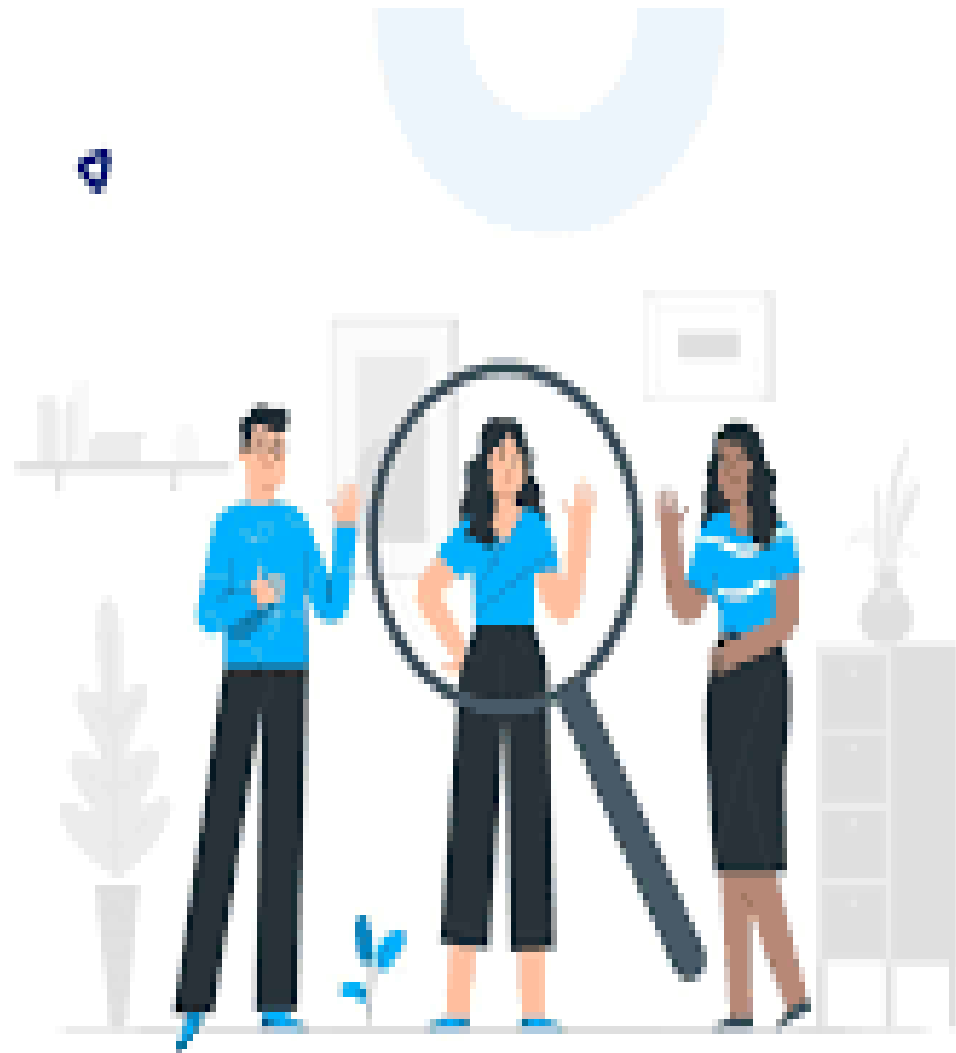
A great business leader is someone who can motivate their team and follow business management best practices for success. Business management is the process by which a company gets its employees to produce the greatest results with the least amount of effort using the resources available to them.

# Best practices for making an organization culturally effective

- Based on the work of [Patrick Lencioni](#), the best-selling author of 10 business management books, the following 6 practices can transform a struggling business into a streamlined system in which employees are inspired to produce their best work.

# 1. Engage Workers

- **Alienated** workers do not care about performing their jobs. All they care about is getting a paycheck and advancing their own interests. The first thing a manager needs to do is find out how to make his employees care about the company's vision. **Engaged workers** are not only more enthusiastic and productive; they also become less passive, taking responsibility for their performance and attracting fresh talent to the company.



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# TALENT MANAGEMENT STRATEGIES

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## 2. Reward Effort

- No one likes their work to go unrecognized. Recognition of effort and achievement – thanks for a job well done – makes employees feel valued. It seems like an obvious point, but often business management training overlooks the positive impact of appreciation. Some managers might even feel that being too "touchy-feely" undermines their authority. On the contrary, reward motivates people to achieve more and helps to build company loyalty.





# 3. Be Vulnerable

- Managers need to stop being anonymous figures in the lives of junior employees and that getting to know employees is one of the best ways for management to engage their workers.



## 4. Commitment and Seeking Clarity

- A problem with many companies is a lack of alignment among managers, who either stop working to fulfill the company's vision or never understood what that vision was.
- Without leaders developing – and sharing – a clear sense of the company's vision, its values, its strategic goals, and its delegation of responsibilities, the best business management education in the world won't matter, because the company will lack purpose and direction.

# Seeking Clarity

- Why do we exist?
- How do we behave?
- What do we do?
- How will we succeed?
- What is most important, right now?
- Who must do what?

# 5. Create Cultural Cohesiveness and Team Effort

- Here, "culture" doesn't refer to socioeconomic status or ethnicity. Rather, it means a sense of shared values that, with the right level of engagement, will lead to the development of productive and efficient outcomes.
- It's essential to focus on ongoing team dynamics, however, to make sure that members don't get distracted by individual activities that lead them off track

## 6. Hold Regular Meetings

- Meetings provide the organization with a regular forum on core values, allowing members to realign principles and give perspective on business practices.
- In order to succeed in a competitive field like business management, you need to stay true to yourself before you can hope to have a meaningful impact on the organization you represent. Ultimately, the best practices are ones that focus on your developing authentic connections among yourself, the junior employees, and the company as a whole.

