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Title: Manager Lacking of Leadership Skills

Name of Author

Name of University

Country of Study Australia

Major Business

Degree Bachelor

Course Title

Type of Document Assignment

Year 2018

Report

I. Introduction

Just as it's one thing to join a team, but quite another to perform as a team member. To put it simply, teams don't work without teamwork. There are many more than just three topics that our members raise up. They all have their acceptable reasons to support their idea. But we have to choose the best one. It's "Manager lacking of leadership skills". As we know that most companies face this problem. Actually, Maybe it's just a small problem but if we can't solve it. It may destroy the whole company.

II. Background and Information

Last time, we raised up one topic about "Security service company" as we see the benefits for both company owner and citizens also. We open this business based on two big factors. One is to provide job to unemployed people and second is to help the city more safety.

In order to make the company grow we should focus on the management skill. Management skills are important for many different positions, at many levels of a company, from the top leadership to intermediate supervisors. Management skills overlap with leadership skills, as both involve problem-solving, decision-making, planning, delegation, communication, and time management. Good managers are often good leaders.

In general, management is about organization. There may be something mechanical about it, not in the negative sense of a "mechanical performance," but rather in its focus on the technical "how" of accomplishing tasks. Leaders, in contrast, focus on the "why," motivating and inspiring their subordinates. Leadership is about people. Not all leaders have the skill set to be managers, and not all managers have the skills to be leaders.

III. Nature of the issue/problem

Due to our company is just operated during the year 2018; hence, all staff level is required to understand each other. However, there are some issues or misunderstanding between manager level and staff under his/her level. First, there is a lack of communication between manager and employee. For instance, when there are any issues or tasks which will provide to the staff, the manager didn't explain them the clear objective; afterward, when the staff completed the project with wrong objective that the

manager wanted. The manager blamed his/her staff without motivating or coaching them. Hence, the staff might not feel good and dare to communicate with the manager. Second, there is an unclear expectation from manager. For instance, manager cannot communicate what their expectations and goals; hence, it leads to inefficiencies and a lack of direction. Plus, when the employee or assistant level completed their tasks then the manager told them the approach should be changed. Hence, the employee might demotivate and feel unhappy to complete the tasks that they have been assigned. Third, managers didn't listen or accept the ideas from their staff. For example, when there is a project to be completed and required to discuss among internal team, manager didn't listen or accept the others' ideas. He/she just only know or aware that their idea is the best.

IV. Possible Solutions

There are some possible solutions as below:

1. Managers should know what they want and the objective of the project in order to assign and explain their staff to perform.
2. Managers should set expectations center around each employee's strengths.
3. Managers should conduct a short meeting with all staff to discuss about their issues or what they concern.
4. Managers should have some time for their staff to consult all their issues
5. Managers should motivate their employees

V. Confronting an Employee Performance Problem

Create the group meeting sharing the problem between manger and employee to build relation. For example, every first week should be meeting to share.

Managers must balance meeting goals, managing workloads and motivating employees. These issues, coupled with the fact that many managers are ill-equipped to provide regular and constructive feedback and may not understand the importance of documenting performance, can make managing performance challenging.

Managers are challenged to confront and address problems head-on and as they emerge, diffuse employees' feelings and emotions about the problem, listen to both parties' needs and desires, derive win-win solutions that lead to more productive and positive work relations, and prevent conflict in the future by nurturing positive coworker relationships and recognizing potential for conflict or problems early.

VI. Having to Learn Something New

It's always a challenge when we have to leave our comfort zone and feel "incompetent" all over again. If you never do anything new and different, you're not developing. The

most impactful way to develop as a leader is new jobs and challenging assignments. “Learning agility” is not something anyone is born with — it can be developed over time.

When you are in a new role or doing something new, put a development plan in place to ensure your success. There are usually two to three “subject matter experts” that you can learn from, as well as books, courses, and online resources. Nowadays, with social networking, you can easily find someone that’s willing to help by sharing their expertise in whatever you need to learn. Great leaders are always learning and are not afraid to admit it. There are two type of leadership: First, leader is always telling employee to do by his/her potential for get the result only. Second, leader provide the good solution to their own employee what to do after they got stuck.

VII. Conclusion

According to this report, to be a good leader should embrace leadership development for themselves, their employees and their business. When a manager fails to communicate to their employees exactly what is expected of them, it leads to misunderstanding and misalignment of company strategy. So, communication is really important between the employee and the manager. Plus, leadership is not about telling others what to do, but rather maximizing the full potential of their people’s skills.

VIII. References

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