

MANAGEMENT 301- EXAM 1 Study Guide 2014

Chapter 1: What is Management

Traditional Pyramid vs. Inverted Pyramid

Traditional Pyramid	Inverted Pyramid
CEO -> Reports to Board of Directors (for profit) or Trustees (non profit)	Customers/ Clients
Senior Managers	Operating Workers
Middle Managers	Team Leaders/Middle Managers
Front-Line Managers	Top Managers
Non Managerial Workers	CEO (Board of Directors/Board of Trustees)

Inverted Pyramid: Customers are on top with higher level managers supporting the employees who serve those customers

Manager: Person who supports and who is responsible for the work of others

Skills of a leader:

Develops
Long range view
Challenges status quo
Innovates

Dudes
Love
Chipotle
In PSU

Develops
Long-range view
Challenges Status Quo
Innovates

Skills of a manager:

Maintains
Relies on control
Structure focus
Short-range view

Men
Rail
Slutty
Sloots

Maintains
Relies of control
Structure focus
Short term view

Skills of a manager according to Robert Katz:

Conceptual skill
Human Skill
Technical Skill

T.
H.
C.

Technical Skill
Human Skill
Conceptual Skill

Career Issues for Managers: Leadership Competencies

-Globalization- Worldwide interdependence of resources; involves markets and business competition; the work world is being changed by recession, etc.

-job migration- global outsourcing: moving jobs to another country

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JL Elias



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Table of Contents Study Guide Management

1. Understanding the eBook Study Guide Management
 - The Rise of Digital Reading Study Guide Management
 - Advantages of eBooks Over Traditional Books
2. Identifying Study Guide Management
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Study Guide Management
 - User-Friendly Interface
4. Exploring eBook Recommendations from Study Guide Management
 - Personalized Recommendations
 - Study Guide Management User Reviews and Ratings
 - Study Guide Management and Bestseller Lists
5. Accessing Study Guide Management Free and Paid eBooks

- Study Guide Management Public Domain eBooks
 - Study Guide Management eBook Subscription Services
 - Study Guide Management Budget-Friendly Options
6. Navigating Study Guide Management eBook Formats
 - ePub, PDF, MOBI, and More
 - Study Guide Management Compatibility with Devices
 - Study Guide Management Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Study Guide Management
 - Highlighting and Note-Taking Study Guide Management
 - Interactive Elements Study Guide Management
 8. Staying Engaged with Study Guide Management
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Study Guide Management
 9. Balancing eBooks and Physical Books Study Guide Management
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Study Guide Management
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Study Guide Management
 - Setting Reading Goals Study Guide Management
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Study Guide Management
 - Fact-Checking eBook Content of Study Guide Management
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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