Management Philosophy

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Management & Leadership
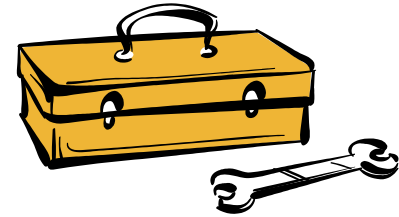
Lead

Organize

Plan

Encourage

Influence

Control

Challenge

Managers do things right, leaders do the right thing.

Edgington et al. p. 106

Technical Skills

- Using one's knowledge to perform a specific task.

- I think it's important to cross-train so when it is necessary anyone can step up to do the task.

Human Skills

- Help meet the company's goals by working together and motivating each individual.

- When a manager is easy to approach and relatable the company can function equally and all as one team.
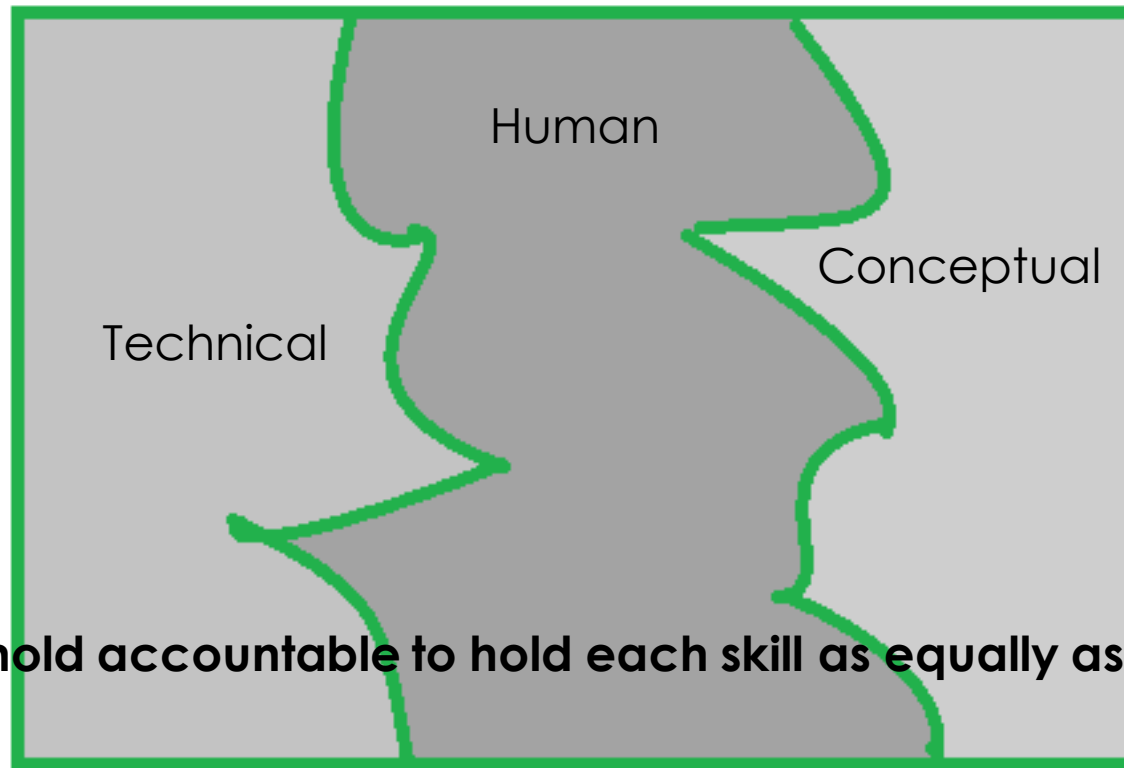
Conceptual Skills

- Understanding how the company works and fits all together.

- Through cross-training and motivation the employees can influence each other.

Management & Leadership
Katz Model

Human

Conceptual

Technical

I will hold accountable to hold each skill as equally as possible.

Theories

- Transformational Theory
- Situational Theory
- Collaborative Leadership Theory
- Servant Leadership Theory

Theories:

Transformational

Parks, recreation, and tourism is a **transformational** experience.

The employees will transform with new experiences as well as the customers.

Edgington et al. p. 115

Theories:
Situational

Every situation is *unique*
and must be treated that way through
situational leadership.

Facilitate & Counsel,   *Sell & Coach,*
Delegate,   *Tell & Direct*

I want to treat each situation as new one.
Treating each employee as an individual.

Theories:
Collaborative Leadership Theory

Shared decision-making and group problem solving.

Everyone's input matters.

Shared **leadership**

I know each individual has something to offer and has an opportunity to shine.

Event programming in PRT was an example of Collaborative Leadership.

Theories:

Servant Leadership Theory

giving

Promoting **teamwork**

Creating a sense of **community**

Removing barriers

Nurture

support

Individual **involvement** in decisions

I think it is really important to have a developed and good relationship with each employee and customer.

Edgington et al. P. 116

Mission & Vision

- Mission: Purpose for existence

- Vision: Where you want to be

The mission and vision is the core to a company. When they are understood the team can be cohesive, achieving a common goal.

Organizational Design: Simple & Matrix

- This is my design, where I believe everyone is responsible for their duties and department.
  - In the end we all come together for the common goal.

goal
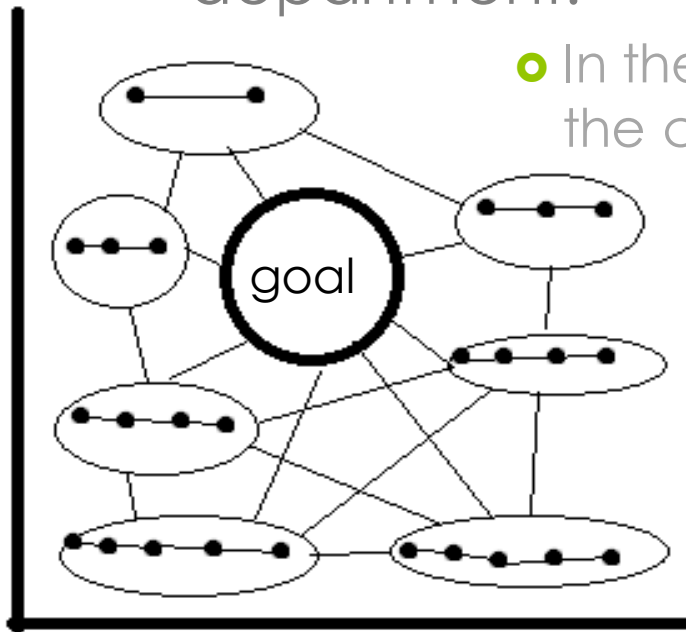
Motivator: Content Theories

- Maslow's
- Alderfer's ERG

Motivator:
Maslow's

- Self-actualization
- Esteem
- Love/Belonging
- Safety
- Physiological

The five basic needs that must be satisfied typically in this descending order.

Arnold et al. p.112

Motivator:
Alderfer's ERG

- Existence
- Relatedness
- Growth

Three needs that must be satisfied, but in no particular order.
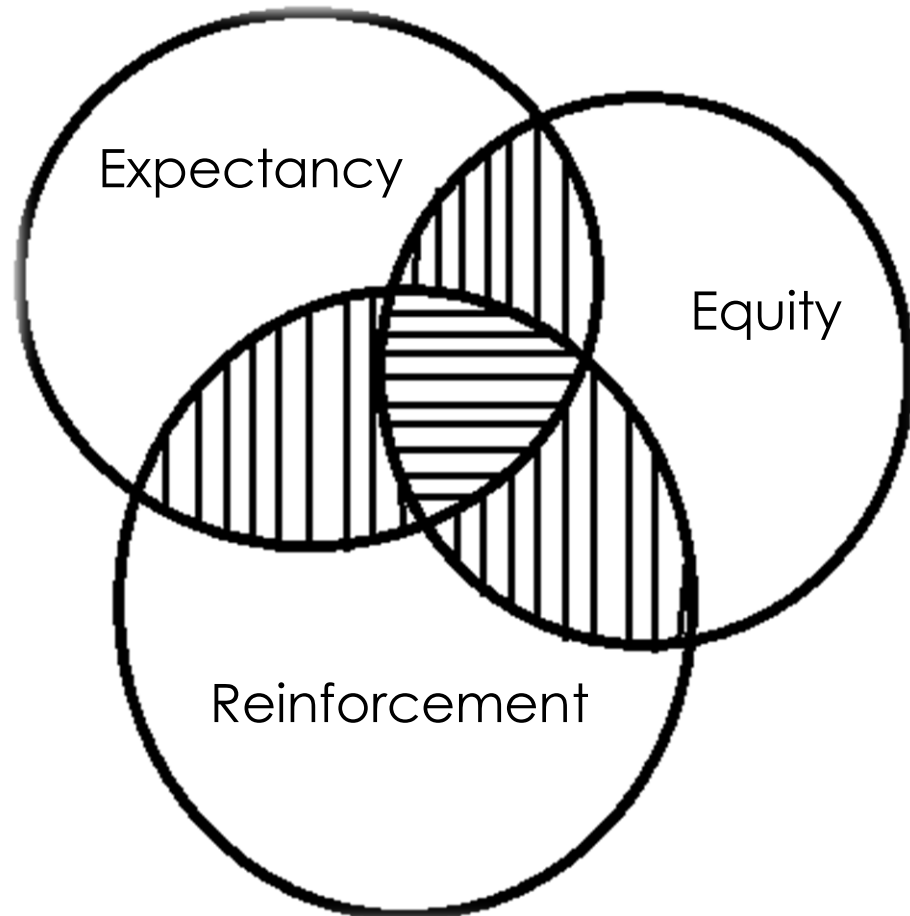
Arnold et al. p.113

Motivator:

Maslow's &Alderfer's ERG

- My motivation theory states Maslow's hierarchy of needs are necessary but regardless of the order.

- Alderfer's theory is stated we may have more than one need at a given time.

Arnold et al. p.113

Motivator: Process Theories

- Expectancy
- Equity
- Reinforcement

Motivator: Expectancy

- Motivation is dependent on the belief that an outcome will occur.

- When I set expectations they are asked of everyone and when those are met there are rewards.

Arnold et al. p.114

Motivator: Equity

- People will react to fairness in the workplace.

- No one will be motivated positively if they feel they are not being treated fair.

- I have experienced this myself and know that it is a key to have equality in the workplace.

Arnold et al. p.114

Motivator: Reinforcement

- Motivation based on outcomes and consequences of past behavior

- Always give reinforcement regardless if it is positive or negative.

Arnold et al. p.114

Motivator:
Expectancy, Equity, & Reinforcement

- My philosophy states that when everyone is treated fairly the workplace is more team-like.

- Everyone will have the same opportunities to rewards because every employee is treated equally and has the same expectations.

Motivation

Accept limitations

Know your employees

Understand **motivation**

Develop **relationships**

Use positive **communication**

Adopt **meaningful** incentives

Arnold et al. 111-118