The Importance Of Management, Leadership And Teamwork

Leadership is an essential skill to have when being in a position where one has the power to organize and manage staffing, resources, and finance. In this situation, the management is not involved in effective communication and team-building strategies with staff which can be a major issue in achieving organizational goals and objectives. Staff's concerns provide an opportunity for the organization to intervene and make changed to move forward with a better future of work setting.

Management and leadership skills are implemented effectively when the competencies and manager needs are used efficiently such as communication, teamwork, critical thinking, and empowerment. For Laura planning and organizing staff meetings can be beneficial which fosters communication between administrations and staff which will then enable issues to be raised and interventions to be made. Defining goals, establishing a strategy, developing plans to coordinate activities, and leading, directing, and coordinating the work activities with controlling and monitoring activities to ensure that they are accomplished as planned can be put into use in this case (Wren & Bedeian, 2011, pp. 221–227). Good verbal communication with clarity and concision in few words with confidence shows that your co-worker will follow which in turn leads to teamwork (Maguire, 2002). A combination of communication and empowerment would work best for Laura in this setting. Since, there is a communication gap between Laura and the managers regarding the budget which has led to difficulty in allocating work to staff appropriately and the staff are also feeling dejected with Laura's conversation style, effective communication, and staff empowerment would be required to build an effective team (Ohlinger, Brown, Laudert, Swanson, & Fofah, 2003)

A good design of the mission, core values, objective, and strategy provide staff with the supporting structure they need to achieve goals. Continuous learning and personal development by providing information and training on professionalism, leading, self-management, teamwork, critical thinking, and communication can help build staff confidence. Avoiding organizational silence and promoting openness by communicating, involvement, support, and cooperation can build confidence in this case. Managers can encourage confidence in their staff by encouraging positive interactions between team members. By noting the skills they have and have them share with others on the team, which will make them more confident if they are good at something. More confidence and competence can be built by training them in intervals. Encourage them through mistakes and treating them with respect since building confidence takes time and energy but it creates a long-term impact for the employee and the company. Focus on speed and multitasking and embraced networking should be encouraged (Hackworth, Steel, Cooksey, DePalma, & Kahn, 2018). According to Hawthorne's studies of the human relations movement, managers using good human relations will achieve productivity (Witzel, 2017, pp. 175–179). Managers should give more attention to the social/self-actualizing need of people at work. Using the performance appraisal methods which includes graphic rating scale that uses a checklist of traits or characteristics to evaluate performance, behaviourally anchored rating scale (BARS) uses specific descriptions of actual behaviours to rate various levels of performance, critical-incident technique keeps a log of someone's effective and ineffective job behaviours and the multi-person comparisons that

compare one person’s performance with that of others(Aggarwal, Sundar, & Thakur, 2013).

The ability to translate knowledge of competencies into action results in desired performance which can be a great improvement in management skills. Human resource management would be the most important skill required in both management and leadership skills. The process of attracting, developing, and maintaining a quality workforce to support the organization mission which includes employee orientation, training and development are required in human resource management. The overall actions to strengthen health systems which include leadership and management strengthening framework are an adequate number of managers, appropriate competencies, functional support systems, enabling working environment leads to improved health services and sector goals (Manyazewal, 2017). Also, financing arrangements build on the strengths of the system, identifying and filling local services gaps and focus on cost-effective interventions and also less traveling for Laura would be beneficial for the work environment leading to work-focused strategies. Laura should also inculcate visionary leadership which includes challenging the process, showing enthusiasm, and helping others to act, set an example and celebrate achievements. Laura could be more involved, working with people, encourage staff to give feedback, and apply adequate resources in time and money (Shaw et al. 2008). Analyzing staffing needs and identifying actions to fill those needs is important. In progressive organizations, managers should expect crises to occur and therefore plan to deal with them. Managers and Laura should start with a social audit which will assess the systematic accomplishment in the organization (Bargerstock, 2000). Since managers make the difference; the managerial decisions should be ethical as well as high-performance standards.

In this particular situation, communication and team-building skills would be the most effective. The high-performing teams would include the need for teamwork and the systems that support teamwork and the composition of the team which includes team member’s skills, experience, and motivation. Competencies such as the ability to solve teams’ problems, communicate, make decisions and manage conflict and flexible management skills according to team need would monitor teams’ performance and implement changes as needed would be essential skills in this situation. (Dyer, Dyer Jr, & Dyer, 2013, pp. 12–18). The leadership skills such as leading to inspire effort, build enthusiasm, communicate the vision, and maintain momentum can be used. Personal traits that a successful leader possesses are self-confidence, creativity, cognitive ability to interpret information, business knowledge, motivation, flexibility, honesty, and integrity. Using the expert and referent power also gets someone else to do something you want to be done or to make things happen the way you want, creates the most enduring influence, and creates commitment. Empowerment is another effective leadership skill and the leader can empower others by getting them involved, creating an environment of cooperation, information sharing, discussion, and shared ownership of goals, and encourage initiative, decisions, and knowledge use.

Overall if Laura can take time to be more involved with staff concerns, there will be more areas for team building. Implement strategies to empower and build confidence among staff while taking care of staff workload and managing resources. It would be beneficial for the organization and create a healthy work environment. Moreover, effective communication should be inculcated and barriers such as not communicating should be avoided.