

The Opinion - Istvan Juhasz

Management, Strategy and Decision Making

There are many types of management, such as task management, time management, change management, crisis management, human resources management, project management, knowledge management, supply-chain management, performance management, risk management, but the most difficult part of any manager's job is people management.

Why do I believe this? I think there is no task, no project, no performance without people. There is no change without people and certainly there is no crisis without people. In an organization everything, every act, every problem and every success is because of people. The organization itself does not exist without people.

What does this mean? Why do I emphasize the importance of the people? I do because they are our most important task. To deal with them, to teach them, to coach them, to increase their knowledge, their efficiency, their motivation, their vocation and their loyalty.

Personally, for me there are three essential conditions to work for a company:

- Enjoy the work
- Feel the trust of the company
- Be successful

If any of these are missing or disappear, the next day I quit. Why is it worth mentioning these factors? It is a must for every manager to know such components for each team members they manage.

It is also a must to have enough time for your team. At the time when they need it. Not later. Your people should feel that they can count on you.

There are other aspects worth considering. The first one is expectations. You should be very clear and precise when you draw up your expectations towards your team. They should know what their success factors are. The second one is regularity. If there is regularity in your team's routine it makes them more comfortable and ensure the information flow not just inside your team but with other teams as well. Predictability is also a vital part. If you are consistent, it makes you predictable. Consistency is also useful to show that you are absolutely sure what you would like to achieve, what your strategy is.

Strategy. It is a must that every company, every organization and every person have their own strategy. Strategy shows what the aim is, what you or your organization would like to achieve long-term. It is the art of planning. If you have a strategy, it shows that you know where you are coming from; where you are now; and where you would like to go. It is crucial that everybody in a team is aware of the strategy. It means that it is not enough to read or hear the strategy once, but rather we should repeat them in a way that it would become familiar to them. Without this they won't be able to make decisions and it cannot be a working model that as a manager you make all the decisions in your team. If somebody cannot make a decision it means they do not understand the strategy or there is no strategy. Neither is acceptable in a company.

If we talk about decision making it is important that in a team everybody knows when they should not make a decision on their own. As a result, they have to ask me for the decision. However, in this kind of situation they already know in advance what my decision will be. If this is the case, you are doing a good job.

One more thing that it is worth emphasizing: everybody is a manager. Everybody's task is to manage their own life, everybody has a team called 'family'. Therefore, these things listed above are high-priority in your personal life as well.

So, my advice is to enjoy your work every day! Trust people and in exchange they will also trust you. If you do these things right, you will not only be successful, but also your team will feel that they 'work with a leader and not to a boss' and these are words worth working hard for.

