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**Практичне заняття 8
Types of Management**

#### Introduction

### **A**

what is it the four types of management ?

### **B**

#### The four main types of management

* To pose the problem of the hierarchical relations is to determine the mode or the managerial style which is established between a manager and his collaborators.
* Indeed, there are several managerial styles. Kurt Lewin (psychologist behind the theory of "group dynamics" through which he focuses on improving individual and social effectiveness by the group) has analyzed the different forms of leadership.
* In itself, there is no good or bad style of team animation contrary to what the common language might suggest. There is a style of management that should be adapted according to the situations or according to the individuals to whom it is addressed.

#### C

#### 1.1 The Directive Management

* Historically, it is the most common mode of management in the public service. It is a variation of Taylor's vision of organization and executive function.
* The behaviors of the directive manager are very organizational and weakly relational. Its main mission is to structure and organize labor relations.

#### #1

#### This type of management is characterized by the following aspects :

* directs, gives instructions.
* does not explain a little.
* limits initiatives.
* is not very person centered.
* program, plan, indicate procedures.
* monitors and controls.

#### #2

* This management is to be recommended when the decision to be taken is in a context of urgency, when the issue is important or for employees with little autonomy in their professional practice.

#### #3

#### 1.2 Persuasive Management

#### D

#### #1

* This mode of management is at once very organizational and very relational. The framework is more open to listening to its employees. The manager here tries to convince his associates, and does not systematically try to impose behaviors by the application of rules and procedures.

#### The persuasive manager:

* speak a lot and argue.
* seeks to influence more than to impose.
* gives many explanations.
* provides assistance when the employee is in difficulty.
* gives legitimacy to objectives.
* federate and encourage.

#### #2

#### 1.3 Participatory Management

#### E

* The participative manager adopts few organizational behaviors, he is very relational. It aims to develop an atmosphere of conviviality and search for harmony; he encourages his team's collaboration in defining objectives and encourages initiatives.

#### #1

#### The main features are as follows. The participative manager:

* develops the active participation of everyone.
* decisions and plans are developed jointly.
* the team is involved in decision making.
* listen, analyze and advise.
* informs about what is negotiable and non-negotiable.
* try to break the bond of subordination.

#### #2

#### 1.4 The Delegated Management

#### F

#### #1

* This style of management is both organizational and weakly relational. The manager empowers, delegates and evaluates. It values all employees and fully demands their skills.
* The common thread is: why direct what can work alone; when possible, it is appropriate to leave the power of action and the choice of methods to the team.

#### The characteristics of this type of management are as follows:

* accept the initiative.
* support is at the request of the collaborator.
* gives information that can be useful.
* there will not necessarily be encouragement.
* the responsibility is shared.
* works well with experienced people.

#### #2

* These different management styles are not practiced in absolute terms. The essential parameter to take into account is the level of employees, that is to say their degree of autonomy.
* Indeed, it is appropriate for a manager to adapt his management style according to the degree of autonomy of his team.

#### #3

#### G

#### Thank you for your attention !