Management

Student’s Name

Course Number

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The management process can be very complicated when not done correctly but when the manager has a clear idea of what they want of their staff, they are able to assemble the perfect personnel of the company and at the same time come up with an organizational structure and culture that complements the personnel to work for the company. As a manager, you have to understand the different aspects that your company will present to the employees of the company, and they deal with the challenges they face through the structures and principles at the company. They can equate to the organizational culture with which they will have to adhere to. In this study, we look at the characteristics that the management will be looking for in the technological innovation industry, the leaders to expect in such a setting as well as what they have to offer in terms of their characteristics as well as the organizational structure and culture the company will have in place.

**Character Traits**

When assembling the employees to work at my tech innovation company, I will have to look out for traits that include a self-disciplined employee. Self-discipline comes in handy, especially concerning the competitive nature of the industry in that the time wasted supervising an employee is too valuable even to consider supervision. It means that the employee will have to do all that is correct by their self to get the optimum results in a working environment. Self-disciplined employees will always work to meet the company targets and be disciplined in a way that they anticipate and resolve issues effectively to keep the workflow at the optimum. I will also be looking to employ problem solvers simply because the nature of the work entails coming across difficulties from time to time and when an employee feels defeated on the first attempt, the company loses altogether. Therefore, employees will be required to be excellent problem solvers or this fact.

The nature of the industry is such that consumers of the products that you come up will only settle for the best in a very competitive industry. The employee is needed to be very attentive so that the products even when put under the scope, remain competitive in the market. The employee will ensure that the setting of a chain working environment, especially one used when assembling something, there will be no time wastage for products already passed through their hands because they have accomplished all that is required of them so that the product can be complete. Communication, like an aspect of life, is essential as it helps us grow in the same manner that I intend for the growth of the company. I will require employees who will be willing to express themselves and indicate where changes can be made for a better product and other input in work matters. It will help in resolving any issues that are faced as well as help users of the product with resolving issues or giving explanations on how to use a particular product.

Most importantly, the employees recruited should be passionate about technological innovations. When the employees feel that technology is a passion for them, they are able t come up with ideas that are innovative and help the company to have a cutting edge in the market. The drive of having technology as a passion will ensure that the employees are not fearful of trying their ideas to add on to their knowledge of technology. The success of the company will depend on the bravery shown by the employees. As the phrase of modern problems needing modern solutions goes, we will strive towards being the providers of contemporary solutions, especially with everything to do with technology.

**Leadership Skills**

For a leader, they have to have several skills that will help them work effectively with the group of employees assigned to them. The essential skill for a leader is communication skill. As a leader, they will be required to explain targets and company goals as well as individual targets to the employees clearly. Through the communication skills shown by the leader, other traits will also present themselves, such as organizational skills, among others. The communication skills will require the leader also to do most of the listening and have an understanding of what the person they are listening to is talking about. Given this aspect of listening, leaders ought to establish an environment where those under them are willing and feel free to communicate with the leaders. I will be looking to employ leaders who will be available to listen to others either through the open-door policy or the application of regular conversations with the employees they will be managing. With communication skills, the leader will be expected to have the character traits that include being an active listener as communication can be relayed in many ways not only through speech, the leader has to be articulated, a good reader of body language among other useful traits in communication.

The second most crucial leadership skill in a tech innovation company is the motivational skill. The leader will be dealing with employees who need a little motivation to realize their potential in coming up with useful content for the company. Therefore, the leader has to inspire the employees towards this. I will be looking to appoint a leader who can build the self-esteem of the employees at the company, through the various ways that are available including rewarding, recognizing or assigning different tasks to employees so that they can realize their potential. As a leader, I will require someone who will be able to learn and apply the necessary motivators that will work for each employee. It is essential because I realize that money is not an effective motivator as the demand will always increase, but the passion for doing something one believes in is the most effective way to get the best input from every employee. To achieve this feat, the leader will have to have a background of studies in human resource management or history in psychology with at least three years experience.

**Organization Culture**

When coming up with organizational culture, principles such as adaptive structure, and generally a culture of motivation for the best qualities. This culture is in line with the adhocracy culture whereby the company will advocate for flexibility being that the industry is an ever-changing field of play meaning that the company too will have an allowance for change when the need be. The system will also ensure that employee empowerment is at the core of proceedings at the company. It will enable the employees to feel part of something, and as a result, work towards achieving all the targets that the company has set. The culture will also focus on the individual effort of the employees and ensure that they are working for the particular purpose of improving lives through technological innovations.

The fact that the culture also focuses on the personal achievements of the employees means that the employees will work hard to ensure negativity is not associated with the effort that they put in at work. This will ensure that they give their best at work so that the company can keep producing useful products to the consumer. Being in the innovative industry, it means that the company will depend on ideas from every person working at the company and outside of the company through consumer response. The onus will be on the employees of the company to ensure that the company remains productive; as a result, they are encouraged to be productive and have an input on the happenings at the company.

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