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**FSE**

The definition of a manager is the person who is responsible for the work of others. They are the people who are in charge of coordinating human resources with material resources so that they can produce goods and services. Literally almost anyone is able to do this job turn but only a few people can do it properly. Managers cannot just turn around and tell the workers what to do because they need to understand what makes their employees and the whole business successful. In this class I learned a lot about what it means to be an effective manager in the business world. I learned that it doesn't just take any one quality or attribute to be labelled as a good leader in the workplace. It takes many different qualities and personal characteristics to become a good manager. This semester I learned about what type of leader I am and what motivates me as a manager and as a leader. Personally I found that the most important factors for being a good manager is having good team dynamics, planning, and motivation.

Team dynamics is the ability to work in teams or groups which is important for any manager to be able to successfully run their employees. Without a properly functioning team nothing would get done and result in the business being unsuccessful as a whole. Personally, I have had great success working in teams this semester. It helped that the individuals I had worked with already had a strong pre existing relationship with me. This created an increased amount of chemistry and an easier line of communication amongst the members of the group, which overall increased our production. This is proven through the good marks we had achieved in our YouThrive, Stress Management Seminar, and the Grade Nine Retreat projects. Although I don't always take on the leadership role I am always really involved with the main process or task. Also I continually attempt to contribute my ideas to the discussion as well as listen to others. The same seems to go for each member, no matter what the size of the group we are working in. This ensures that we can approach the task at hand together and allows the whole process to go more smoothly. In the end it results in us producing better quality work which is the main purpose and goal of team dynamics.

Planning is a another very important tool managers need to use. Planning is always needed so that the workers know what they are needed to do and strive for a goal that has been set for them. Without a plan employees would become lost in their work and become unproductive. They wouldn't even know what they're trying to achieve from their work, making them feel like what they are doing is pointless. When a manager establishes a plan it shows the employees what they are trying to do and how to do it so they can contribute to the success of the business and feel valuable. A plan is also used so that the workload can be attacked as efficiently as possible reducing the amount of stress placed on each employee. In my groups before we did anything else we established a plan on how to approach our work, which I believe really contributed to our success. Really the purpose and goal of planning is to create a strategy on the best way to approach a workload and determine how to succeed on each individual task.

Finally, motivation is a key success factor for all businesses. It is the force that drives all the workers to work hard and to do their best work throughout their entire shift. It keeps them interested working on their tasks which in turn helps improve their productivity. Without motivation employees become tired, lazy, complain more about their job, and are more easily distracted. This does not only make employees upset but their lack of motivation is also shown through their lack of producing quality work. My motivation for this class was to earn high marks for University applications, making some money from the YouThrive project, and to grasp a better understanding about the leadership applications involved in the business world. All of which kept me determined to do my best throughout the whole semester which should prove to managers how valuable and important motivation is needed in the workplace.

Team Dynamics, Planning, and Motivation are the three most important things I learned about being an effective manager this year. All of these elements and more are tools required by business managers because they are the key factors that are always contributing to a business's productivity, which goes hand and hand along with its success. That is why managers need to learn the importance of these elements in order to be successful.