



WHAT IS YOUR MANAGEMENT STYLE?

Bottom line how is this style helping or hurting your business?

A few weeks ago, I came across an interesting article regarding the different types of management. As a student of management, and someone who has spent many hours either in management, or working with managers, I'm always interested in learning how others view the subject.

This particular author chose to address the differences between the micro-managers and managers who were "hands-off" in their approach. In other words, managers who have taken the art of delegation to an extreme. One might even say that they had lost touch with their employees and what was being done on a day-to-day basis in the business.

Typically, micro-managers get most of the attention, and much has been written about how that type of manager affects morale and productivity in a negative way. Employees don't like to have a boss who continually looks over their shoulder,

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or who refuses to let employees take on additional opportunities to grow.

But, let's focus on the other type for a minute. I've known several business owners who fall into this category. I've always called them "inattentive" managers who are simply going through the motions of running the business. Every day they report to work, perform the same duties, order from the same vendors, stock the same goods, expect the employees to do their jobs, and in general, fail to actually manage the operations of the business.

Sometimes a manager or owner needs to re-focus on the operations. Reevaluate processes, employees, vendors, product mix, marketing plans, and pricing. Things change, and an inattentive manager can be the last to know.



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