

Team (A) Collaboration Discussion

The discussion began with how management functions such as planning and organizing will have an impact on the family dynamic as it functions through life. The key thought was that much stress and waste could be removed from different household entities by applying better planning and organization.

The discussion then turned to the aspect of how some individuals are better suited in regard to specific management functions. This information is important when putting a business team together so that they can function in a proficient manner in all aspects of management.

The question was posed, "What if information technology could be used in support or replacement for one or all of the four functions of management?"

Tony stated that, "There are programs designed to continually search for and organize information, they study the World Wide Web and automatically take only the information pertinent. Areas of innovation, diversity, ethics, and globalization could benefit from this level of information in regard to planning, organizing, leading, and controlling. Realistically, I would see this area of AI as a solid tool that all managers should be using to stay ahead of the competition by using all and any ideas that lead to innovation, reduction of costs, proficient leading processes, and better control."

The versatility required of a good manager was then highlighted. Brandon stated, "Brandon Posted, "The specific requirements of a managerial position, whether front-line, mid-level, or top-level, determine which functions will be used most frequently, which functions are the most critical to success, and which functions will be rarely, if ever used. I think this concept really highlights the versatility needed by managers, especially as they move from position to position within an organization."

Globalization and its' effects of the role a manager must fulfill was discussed at length. The ramifications of a changing world market place were applied to this global dynamic. Especially in regard to taxation, tariffs, and other import/export regulations that seem to be less stringent in some countries than others.

Brandon posed the question, "As companies expand, and find the need to outsource labor, do you think it is equally important to train managers in managing outsourced employees? How does the dynamic change?"

Tony replied, "

Outsourcing represents change that often results in derision within a corporation even though outsourcing can actually be a positive and healthy alternative for a business. Managers must communicate and implement such changes with honesty that stress the positive attributes of why outsourcing has become an option. It can be an especially sensitive situation when outsourcing results in the elimination of existing positions within a corporation.

The other side of this issue is managing the outsourced employee. There is often a polarization felt by employees that work for a company but are not considered part of the companies employment force. Managers must be able to make the employee feel they are contributing factors in the company's success and that there is a future pertaining to their role.

The dynamic of managing outsourcing employees changes because there are often location challenges involved that bring cultural, ethnicity, and language factors into the equation. Add to this increased communication between company employees and outsourced employees needed to collaborate and complete company goals, and such problems as miscommunication,

animosity, favoritism, and prejudice are just a few of the negatives that can disrupt a positive work environment that stretches across borders and countries.”

From this point in the collaboration the discussion flowed through subjects like, outsourcing, flat taxes, and labor costs (with emphasis on developing nations).

By having this discussion I think that our four member team is acutely aware that they have much to learn and that the answers are not always easy to find. We are more in tune to figure out where our strong suits are in regard to the four functions of management and look forward to maximizing growth and potential in these areas.

Casey Wooten

Cody Martin

Anthony Dothsuk

Brandon Chin