

# UNIT 4001V1

## Assignment Brief: Managerial styles and behaviours.

### » INTRODUCTION

This unit is concerned with the knowledge, skills and behaviours required in order to develop an effective management style.

### » SCENARIO

Learners may use their own employment context, or that of another organisation with which they are very familiar, to base their assignment. However, in the case that they are not able to do so, please use the below scenario:-

You are a team leader, leading a team of 6 staff. Your organisation operates a performance management system and regularly reviews and sets targets for all employees.

The use of a range of styles appropriate to different situations is considered important.

### » TASK 1

Identify the four broad models within the 'competing values framework' and explain the different approaches to management which can be used in differing organisational contexts.

Discuss how assumptions about human nature and behaviours vary according to organisational contexts and how this may influence managerial behaviour.

Guideline word count: 750 - 800 words

**A.C. 1.1 - Identify models which make suppositions about human nature and behaviour at work**

**A.C. 1.2 - Discuss how attitudes and assumptions can influence managerial behaviour**

### » TASK 2

Evaluate behavioural models such as 'the managerial grid' or 'the continuum', and evaluate the application of such a model in explaining patterns of behaviour.

Guideline word count: 400 - 450 words

**A.C. 1.3 - Evaluate a model of managerial style in which the manager can apply skills to identify, study and review their patterns of behaviour**



## TASK 3

Using examples describe three different styles of management which you could adopt. Identify the criteria used in order to assess managerial effectiveness. Evaluate the effect that a management style can have on managerial effectiveness and the overall efficiency of a manager. Where possible use practical examples to illustrate your answer.

Guideline word count: 700 - 750 words

**A.C. 2.1 - Describe styles of management**

**A.C. 2.2 - Identify measures of managerial effectiveness**

**A.C. 2.3 - Discuss links between management style and managerial effectiveness and efficiency**



## TASK 4

Describe three different circumstances where a different management style would be most effective and explain why the style needs to change for each circumstance and also the challenges for managers in being able to adapt management styles.

Give examples of how inappropriate styles of management affect the performance of individuals, teams and an organisation as a whole. Where possible use practical examples to illustrate your answer.

Guideline word count: 800 - 850 words

**A.C. 3.1 - Describe situations which would require application of differing management styles and behaviour**

**A.C. 3.2 - Explain the relationship between individual managerial performance and expected organisational managerial performance and behaviour**

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