

MANAGEMENT BY STANDING

We all know “management by walking”. Another concept called “management by standing”

This is about an excellent case study.

Mr. Practical (name of the manager) re-joined recently one of the big proprietor managed companies in Africa. Mr. Practical worked for same company many years in different countries. The proprietor always looking for information about people working as huge cash and stock is involved in business. Proprietor believes in a manager with baldhead or white hair, eye glass, and half hand shirt with pen in pocket, bending body. He thinks these type of managers are intelligent and honest.

Mr. Practical is practical thinker and real worker. He does not believe in asking workers to give information about employees. For him all working under him is same. Mr. Practical does not believe in finding faults but making people to understand practically. He does not believe on paper rules.

Mr. Practical is in charge for super market operations and his office is backside. Super market opens at 7.45 am and all workers are expected to enter the supermarket before 8 am. Mr. Practical stays in an apartment. He always reaches office at 7.45 am along with super market manager and other expat staff. Office opens between 7.45 am to 7.50 am and the staff enter the office and shop.

Mr. Practical stands at the entrance and observing the time of each employee entering for work. Mr. Practical feels this management by standing concept is good for the employees to understand that as their boss is coming before them and boss should not think that we are coming late. Mr. Practical feels attendance on paper is must but not effective as this management by standing. Mr. Practical enters the office between 8.10 to 8.15 am after observing the employee timings and after office boy cleans the office. Mr. Practical spends maximum 20 to 25 minutes at the entrance.

After 5 months of working by “management by standing” Mr. Practical made all employees to come to work on time. Employees were coming before as they like no time maintained. Now all employees like Mr. Practical’s practical way of working. Mr. Practical’s boss Mr.FF (manager name) is impractical manager. He is a fault finder. Mr.FF believes in divide and rule. Always speaks behind his managers.

As Mr.FF is impractical manager, he could not understand about Mr. Practical’s “management by standing”. Mr.FF as usual his habit of making a small issue as big, he made Mr. Practical standing at entrance as big issue with management and started telling everyone that Mr. Practical is wasting time standing outside. Mr.FF could not understand that Mr.Practicle’s 20 minutes standing at entrance will increase 100 people productivity. Mr.FF cannot think positive as he always looking for faults.

Please give your views and comments on this case.

By Abdul Gafoor