

Good management involved utilization of available resources (human, finance and technical) to the best uses which in turn yield maximum results for the progress of an establishment. It focuses on pushing employees to perform well and giving them opportunities to exceed expectations.

The duty of good managers is to adjust where necessary a particular employee's workload or task list to help them perform at their highest potential. A manager must be vast in the committed duty, knowing what to do per time is an added advantage. Having good management skills position the manager to act as an effective leader and problem-solver in so many situations.

Good management may not necessarily be an increase in productivity; it can also be maintaining the stand of an establishment not to go below a benchmark.

According to Wong (2018), a good manager must possess the following qualities:

1. They build a work culture of mutual trust: Trust is a major element, which makes employees to feel safe coming up with possibly risky experiments, they have to be confident that you'll be receptive to their ideas. Productive teams know that mistakes are just milestones on the road to the next great innovation.
2. They focus on employee strengths: A strengths-based workplace culture offers measurable advantages, there is an intertwine between employee strengths development and business performance.
3. They do not micromanage: Successful leaders don't try to rule over every detail, micromanaging can erode worker initiative and damage employee motivation.
4. They are assertive: Fearlessness is essential in a manager. A leader must be able to overcome resistance, weather social adversity and get out in front driving employee success.
5. They help develop employees' careers: Give an impression that you care about your employer's well-being by investing to up-skill them, this builds team's depth and strengthen it the more.
6. They handle pressure well: Ability to handle pressure well is one of the key qualities of a manager. A manager is held accountable for the performance of others.
7. They communicate honestly: They give direct feedback and don't hide truths behind a shield of politeness. Employees will have trouble improving if they don't understand exactly which behaviors are problematic.
8. They are open to new ideas: Keeping an agile and open mind aid to notice when an operation can be improved.
9. They have strong analytical abilities: They must have enough mental energy to maintain a good overview of your department's workforce analytics. This leads to good decision-making.
10. They recognize and reward good work: Employee recognition not only boosts individual employee engagement, but it also has been found to increase productivity and loyalty to the company, leading to higher retention.
11. They are a role model: As a leader, you set an example and express the diligence, enthusiasm and other skills that you expect from the people whom you manage.
12. They communicate employee appreciation: Using employee rewards to let your team members know their efforts are appreciated has significant benefits throughout your organization, this transform the entire climate of your company.

Not putting all the aforementioned into practice lead to bad management. Bad management often comes as a result of wrong decision. Ryan (2016) put forth the following as a difference between good and bad management:

1. In good management, there is an assumption that employees are putting in their best to do the right thing, while bad management assume bad intent. They are suspicious, so when something goes wrong, they jump to blame and punishment right away.
2. There is an understanding of Passion-Performance Connection in good management through flexibility, while bad management doesn't want to work that hard.
3. Eyes are kept on the vision in good management, while the vision wouldn't be the focus in bad management.
4. Good managers trust themselves enough to trust the people they supervise. Bad managers don't trust themselves that much, so they don't trust their team members.
5. Truth is the bedrock of good management even when it's hard to do, while mouth mute in bad management.

To ensure good management is work place, the following best practices by University of Saint Mary (2021) are instrumental:

1. Staff engagement: delegation of task with monitoring helps workers to work towards achieving company's vision.
2. Reward effort: it motivates them to do more and be more and enhances their loyalty to company's activities.
3. Build connection: see beyond title, engage workers in discussions that build mutual relationship.
4. Stay committed: trust building is key to avoid conflict.
5. Seek clarity: A problem with many companies is a lack of alignment among managers, who either stop working to fulfill the company's vision or never understood what that vision was.
6. Create cultural cohesiveness: a sense of shared values with the right level of engagement, will lead to the development of productive and efficient outcomes.
7. Focus team effort: Invest the bulk of their energy on making sure that the team gets off on the right foot, hosting retreats to boost solidarity and being attentive to ideas as they first come out. It's essential to focus on ongoing team dynamics.
8. Hold regular meetings: hold meetings for tactical and strategic planning, for review to know progress against goals.

References

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