

Chapitre 5

Les fiches pratiques pour réussir cette transition

Fiche pratique sur le management

Idée n°1 : Le management est toujours dépendant :

1. De la situation de l'entreprise.
2. Du contexte.
3. De la culture et des normes véhiculées par l'entreprise et par son dirigeant (par exemple le management par les objectifs qui décrète que les objectifs sont déclinés tout au long de la ligne managériale).

Idée n°2 : Le management est toujours contingent :

1. À la compréhension de son rôle de manager par rapport à celui présumé du managé.
2. Aux relations antérieures entre managé et manager.
3. Aux capacités du manager à estimer la problématique et les capacités du managé à agir.
4. À ses propres doutes, expériences, stress pour prendre la bonne décision uniquement axée sur la problématique et non pour se rassurer.
5. À la situation rencontrée et à un moment précis des relations entre le manager et le managé.

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MANAGER L'INTELLIGENCE ARTIFICIELLE

Idée n°3 : Les managers ne sont pas pour autant des leaders et un leader n'est pas forcément un manager :

Le leadership ne se décrète pas, il se mérite, il se développe, il s'appuie sur des qualités particulières : entraîner, insuffler de l'énergie, faire confiance et donner confiance, soutenir... Le leadership se structure à partir de valeurs : les siennes, celles de l'entreprise et celles du managé.

Premier exemple d'un développement de leadership, celui qui est collectif : le groupe ADEO :

- Placer l'homme au cœur de l'entreprise.
- Partager.
- Coconstruire la vision du futur : vouloir.
- Acquérir et développer ses compétences : savoir.
- Libérer les énergies : pouvoir.

Bo Te Fiches R Ussir Mon Bac

Christian G. Meyer

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