

Influence of Middle Management in the Performance of the Corporate

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Introduction

Corporate organizations driven by senior management has wonderful middle management team as strategic work force. Senior management cannot execute a vision without the implementation efficiency of middle managers.

Executive Summary of Probable Challenges in the Corporate

Middle managers always try to comply with the instructions of the senior management. Probably with the strategy of with more discussions than required or without discussion which is understood as possible identified problem number 1.

Based on the personal traits of the middle management team, irrespective of the instructions of the senior management, it is possible that the middle management works only on the comfort zone of the team (which may not be fully complying with the strategic vision alignment). Then directly/indirectly brings the senior management to accept their strategic decisions/proposals only-by providing irrelevant justifications, which is understood as problem number 2.

Currently it is understood that process of work flow holds the senior management to depend on the same middle management for the execution of the given task or the workflow process. The mechanism understood to have a Gap of confirming the objective of the task by the senior management and compare the outputs performed by the team as action plan in terms of scientific performance of the benchmarking.

Alignment of senior management with the vision, mission of the companies are naturally very high with the eagle's eye view than that of the middle level managers who looking only towards the business units activities introverts.

Proposed Model for Vision Compliance of Senior Management Aimed 100%

Proposed model will allow the following:

1. For single task execution proposal from the senior management pertaining to specific business unit, technical proposal can be assigned to at least 3 business unit heads as sharing corporate vision activities.
2. This will provide the best of the best technical proposals (executable) in the end, considering the fact that technical specialists are available throughout the company and out of box thinking will be encouraged in this way in the planning stage itself.
3. Every business unit in the company are motivated positively for active participation in the technical proposals which can be executed within the minimum possible budget and maximizing the utilization of existing available resources to achieve the task objective.
4. This in turn keeps the company financially in the good position.
5. Once written proposals are available within the specified period

short meeting to get the best out of 3 is recommended.

6. Execution part will be by one or more staff from single or multiple business units to share the compliance of senior managements to form the task force team with ownership of the work flow process and performance measurement with other team of members other than executing team.
7. Task force ensures completion and reporting back.

Middle Management-Initial Resistance to the Proposal and Understanding of the Proposals

1. Initially it will be new for the middle management to follow this strategy. There may be opposition for the proposal considering the questions as "This is my section, my work, why should I involve other in my section responsibilities".
2. When the organization aims for the organizational benefit as "One organization, one aim, one staff", there comes integrity, collective team work concept.
3. Anyone in the organization can be heard to improve the organization. Execution portion remains in single responsibility with senior management accepted proposals always and the efficient middle management ensures the 100% approved solutions/technical proposal implementations as the process of getting approval from the senior management can be eliminated.
4. Reporting systems to the senior management in the task assignment can be through automated dashboards, from the companies work operational software-results.

Company's High Level Expected Achievements with the Model

1. Organization's senior management decisions are validated through scientific assumptions.
2. Senior management's decisions are enhanced as feasible technical proposals with minds spread across the company, even though execution will be through one particular business unit.
3. All proposals will be in written forms supported by published evidences and scientific technical justifications.

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4. Better of the best is selected.
5. Any external auditing firm can be employed to validate the technical bench marks of the technical goals (usually ISO does not cover technical audits).

Conclusive Recommendations

In order to utilize the existing resources in an efficient way to address the priority no. 1, 2, 3, challenges identified in the company, it is required to have the best proposals for all problems in the scientific way. If we depend upon only one business unit's technical proposal for that business unit's problem, we may not get the better out of best techno commercial solutions.

Involving all business units across the company in an organized manner for the technical proposals will give a confidence to the staff/

middle level managers the feeling of contribution and better solutions with minimum technical and financial resources can be achieved as our middle level management and the team and technically specialist in the given task.

This will automatically ensure that all precautions are taken prior to the execution stage for the better of the best proposals.

Opening the forum will also ensure the performance management in a transparency manner will eliminate corruption and conflict of interest (if found any).

This proposal will ensure all middle management decisions are 100% complied on-time with senior management's decisions with list of pending works listed and ready at any time for performance management.