

Teamwork Approach to Management VS Classical Approach to Management

Alternative Names:

Collaborative Leadership Approach can be a term used to describe a more teamwork style of management.

Functional Approach and Management Process can be terms used to describe a more classical style of management.

Historical Context:

According to J. Richard Hackman and his 40+ years of research starting in the 1970's, he uncovered that a teamwork approach requires a solid system, a supportive environment, and a strong motive to work towards as a team. Overcoming the "us vs them" mindset in the end. These four factors have shown to lead a more collaborative team throughout the years.

The classical approach to management came about during the industrial revolution where factories had to create ways of getting the big tasks done efficiently. This is where an "assembly line" of workers takes place, this system of performing tasks is broken down into smaller tasks which are assigned to each employee. This led to companies completing work quicker because each employee had their own task that they were responsible for resulting in more money. Teamwork does not really exist in the classical workplace, it can be described as "factory-style".

Employee Motivation:

For a teamwork approach to management, motivation can stem from one shared goal by the entire team that each employee is striving towards. Working as a team requires reliability and responsibility which each employee must have in order to create an effective team.

In a classical approach to management, employee's are typically responsible for their specific tasks and don't need to rely on others in order to be successful. This is why pay motivates these employees. The better & quicker they perform their tasks, they receive financial rewards that they work for.

Primary Management Concern:

Within a teamwork approach to management the number one concern for leaders is ensuring each employee is on the same page, considering they are all working towards a common or shared goal. Each employee must know the collaborative system for their goal or within their organization.

In a classical approach, the main management concern is an employee's productivity and success at their assigned task which then shows in the organization's profits. The profits are the main concern for a manager in the classical approach.

Primary Directions of Communication:

Within a teamwork environment, communication is delivered and received by each member of the organization. Decisions are made with every employee's input/ideas. You have a wide range of different people to pull creative ideas from giving the company all possible outcomes. This is what leads to a more efficient team.

In a classical management environment, communication and decisions are made from the highest level of employees and eventually communicated down to the bottom. There is no collaborative effort, basically the employee's do the tasks that are given to them and not much else.

Style of Communication:

In a teamwork approach communication is prioritized through all employee group discussions where everyone is involved in decision making.

Communication in a classical management approach is a one way communication style. It comes from the people at the highest level (managers) and works its way down to the lowest level (staff).

Nature of Job Design:

Within a teamwork approach to management, employees are trained so that they are self-sufficient and can manage themselves since everyone is working in a team, again this is where employees are in meetings and discussions where decisions are made and employees can manage themselves off of those conclusions. Each employee is educated enough on the wanted end result that they can provide input for their coworkers.

Where a classical approach to management aims to train employees to specialize in one area, which results in better productivity and better sales. They constantly work to improve their employees. It is their specialization to increase efficiency within the organization.

Type of decision making:

Decision making within a teamwork management approach consists of everyone on the team being involved, sharing their creative thoughts and ideas and being part of the ultimate decision. This encourages employees to learn from others, think critically, and gain new communication skills.

Decision making in a classical management approach includes analyzing only rational options with a limited amount of criteria. Managers take all information and make decisions based strictly off of the criteria given.

Management Style:

Managing a teamwork oriented group relies on the fact that employees can work together well to create the shared vision. They manage this way because they believe the best outcome stems from teams and working together. Their main focus is creating those strong interpersonal relationships to create a healthy work environment.

Managing a classical environment is more personal. Each employee is responsible for their assigned tasks so the best way to manage them is by rewarding them with their personal wants or needs. It focuses more on an employee's work ethic and managing them in a specific style that is motivating to their personality.

Relationship of supervisors or subordinates:

In a teamwork work environment, managers and employees communicate to figure the desired result, they collaborate in order to find the right fit. This is a more personal relationship. Managers understand their employees' hidden skills and create a team where each individual can progress and shine.

Working in a classical work environment means your tasks are probably overseen by someone who is levels of work above you, like a supervisor, who is then looked over by a manager. The managers simply want the job done without the extra communication. Managers - Supervisors - Employees in terms of communication.