

Change, globaliization and management

In the cause-effect relationship, change and globalization decisively influence the evolution of management. Obviously, we can also raise the issue of how management has accelerated, through repeated changes at the organizational level, the tendency of globalization. Management with its three dimensions: the existence of the market, the industrial means of organizing production and the corporation as the major form of business organization must adapt to new realities. The „three revolutions in management“: the detachment of management from production, the emergence of managers, professionals in the field and attracting employees in management activities foreshadow a fourth phase that must define the evolution of management in the digital age. The „digital logic“ leads to another „managerial logic“ which is influenced by the speed with which decisions can be made, by generational changes, by dramatic changes in the environment and by changes in legislation. Attracting employees in activities specific to work management and in increasing production quality, forming joint boards between employees and managers, establishing a profit-sharing system and employee representation on corporate boards are signals of changes in managerial attitudes. Exceptional organizational skills, strong entrepreneurial spirit, the continuous improvement of the staff, the ability to be a finisher are defining components of the management of the future.

In perspective, management imposes „three rules of action“: defining the product portfolio in relation to what is desired, bought and brings in revenue, selecting the effective means to achieve the objectives, defining strategies based on valid information and on knowledge and using only the necessary resources. Adapting to the process of globalization, exploiting any resource generated by this process, are the commands of management. Pragmatism will emphasize work behavior, increase efficiency and the use of financial resources as an incentive will become standard.

Obviously, the way of thinking and the way of acting will change dramatically with the emergence of theories based on the spectacular changes in cutting-edge technologies. The last challenge is the „metaverse“ that will generate „parallel worlds“.

We will live and we will see.

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