

Management styles

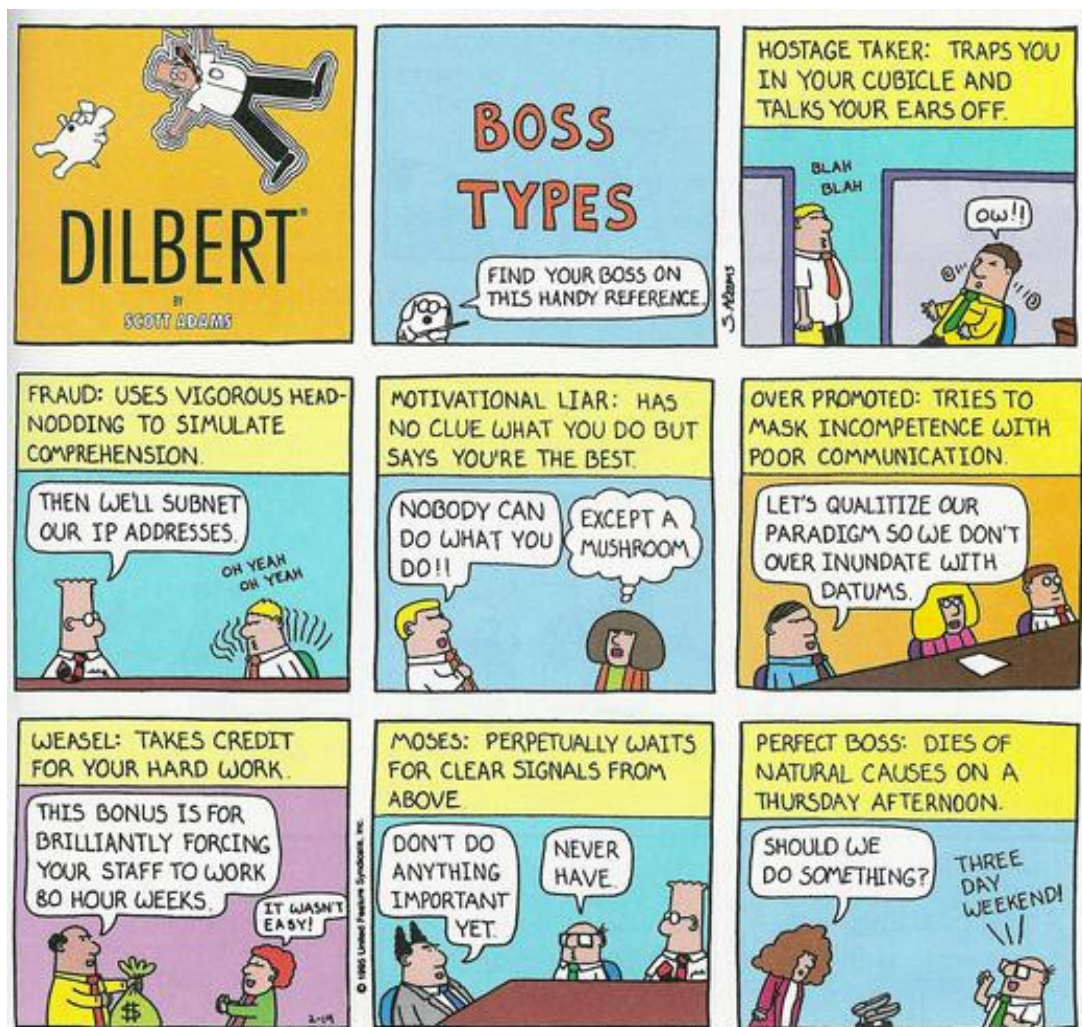
(LEVEL B2)

Part 1: WARM-UP

As a warm-up draw your ss' attention to the cartoon below. Let them discuss the questions for a while. Brief feedback as a class (appx. 3-5 mins)

You may want to pre-teach: hostage, cubicle, inundate, weasel

EX.1. Look at the cartoon below. Do you agree with it? Have you ever met any of these types of managers? Discuss it with your partner.



Source: <http://dilbert.com>

Set the next task by giving clear instructions. Tell your ss that they should now decide on an importance of the following qualities. Allow 5-8 minutes for both ranking and discussion. Feedback.

You may want to pre-teach: considerate, comitted

EX.2a. Choose the three most important qualities of a manager from the box below and rank them in order of importance. Then choose the three least important. Compare your choice with your partner.

unsupportive	undiplomatic	uncharismatic	inconsiderate	uncollaborative
impatient	un/disorganised	indecisive	inflexible	unsociable
irresponsible	ineffective	uncommitted		

EX.2b. Now form the opposites using an appropriate suffix (-in, -im, -un, -ir, -dis) Which qualities make a bad boss? Discuss it with your partner.

Part 2: WATCHING

Source: <https://www.youtube.com/watch?v=g1r5vBJnJAE>

Draw your ss' attention to Ex.3. Tell them to try and match the expressions and then compare them with their partner before reporting back to the class. Play the video once. (appx. 10 mins)

EX.3. Before you watch the material try to match the following hallmark phrases with a suitable management style. Compare your ideas with a partner. Watch the video and check your answers.

Which management style is not mentioned? With your partner think of its likely hallmark phrase.

1. „Do what I say”	4. COACH
2. „I value your input”	5. VISIONARY
3. „What do you think?”	6. DELEGATOR
4. „How can I support you?”	1. DIRECTOR

5. „Follow me!”	3. CONSENSUS BUILDER
6. „You've got this”	2. CONSULTANT
?	7. NARCISSIST

Set the task. Inform your ss that they will now watch the video again. Allow ss to read the sentences first. Clarify any new vocabulary. Play the video. Feedback.(appx. 8- 10 mins)

You may want to pre-teach: to favour sth, to struggle, a high-flyer, turnover

EX.4. Now read the sentences below and decide if they are true or false.

1. Directors engage in relationship building. T/F
2. Under this management style employees stay demotivated and are unable to develop. T/F
3. You can't stay independent if you work for the Consultant. T/F
4. The Consensus Builder often favours ideas with the most support from the team. T/F
5. The Coach is the most effective as far as team building and socializing is concerned. T/F
6. Coaches tend to struggle with high-flyers. T/F
7. Visionary managers are good strategists and tacticians. T/F
8. When working for the Delegator you shouldn't expect too much guidance. T/F
9. High turnover is often the consequence of the Narcissist's management style T/F
10. Employees working for the Narcissist are often blamed for any failures. T/F

Draw your ss' attention to the final task. Tell your ss to swap partners before they start discussing the questions. Feedback as a class.

Part 3: AFTER WATCHING:

EX.5. Discuss the following questions with your partner.

1. Which of the abovementioned styles have you experienced as an employee?
2. If you were a manager, which style would you most likely choose?
3. If you are a manager, how would you describe your own management style?