

Analysis of Organizational Execution Ability under Management Mode

Wang Peng*

School of Economics and Management, Dalian University, No.10, Xuefu Avenue, Economic & Technical Development Zone, Dalian, Liaoning, The People's Republic of China (PRC)

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Abstract: Middle-level execution is the mainstay of the organization and the key to organizational execution. It supports the development, provides the basis for organizational decision-making, and gathers strength for executive decision-making. Complete tasks to ensure the success of your organization's strategy.

1. Introduction

The middle management is in the middle of the organizational structure, and the middle is the “backbone”, the backbone of the organization. The middle-level manager is both the implementer of the implementation strategy and the commander of the implementation strategy. It is the link between decision-making and execution. Therefore, the success of the organizational strategy depends on the backbone, that is, the middle-level execution. The organization is like a machine. The high-level management is the power system, and the middle management is the central transmission system. The various parts of the central transmission machine can function effectively and play their due role. Therefore, middle-level execution is the key to organizational execution. It is formed in the insights of middle managers to achieve their strategic goals, and strictly enforces organizational instructions. Therefore, middle-level execution is the “backbone” to achieve organizational strategy.

The level of execution of middle-level managers can directly reflect the strength of organizational execution. The organization has a group of middle-level managers with strong execution, which is the basis for its effective operation. Middle-level executive power is the “backbone” that links the strategic goals of the organization, the vision of organizational development and the market to achieve these three developmental forces. Then, as the executor of the organizational strategic plan, the middle-level manager must not only strictly implement the organization's decision-making plan, but also exert its own capabilities. Through tactical decision-making, improve the efficiency and effectiveness of strategy implementation, and implement management behavior based on organizational team behavior. The middle-level execution determines whether the organizational strategy can be implemented smoothly and has a great impact on the survival and development of the organization. Therefore, the key to organizational execution is the middle-level execution, and the key to the middle-level execution is the choice of methods and the execution team. Create.

2. The Key to Middle-Level Execution and Conclusions

2.1 The Choice Method is the Basis for the Formation of Middle-Level Execution

The key premise of middle-level execution is to select the appropriate method after comprehending the specific tasks, and then formulate the behavior and steps of the implementation method according to the time node. For every middle-level manager, the effective implementation of the method must rely on the plan, and without the plan, the execution cannot be formed at all. Therefore, the decision-making method is the basis for the formation of middle-level execution. If the middle-level executive power is not based on tasks and actions, it will break away from the needs of the target in the process of its role, and the effort is ruthless. Therefore, the middle-level manager must ensure that the task objectives are successfully completed. The method must be used as the basis of the behavior, and the method of implementing the method is used to realize the systematization of the behavior. The middle-level execution must use methods to make various behaviors work according to the target requirements, so as to form an organic combination of capabilities. The correct method is the basis for middle-level execution[1].

2.2 Create an Efficient Team to Form a Guarantee of Middle-Level Execution

Middle managers are the main body of middle-level execution, which has an important impact on the formation of efficient teams. There are two key points for middle managers to build efficient teams: the first is to increase their influence. The effective influence of the middle managers on the subordinates determines the enthusiasm of the subordinates' work behavior[2-3]. Therefore, to build an efficient team, the middle managers must first establish a prestige so that the team members can consciously correct their behavior according to the mission objectives. In reality, the prestige of middle managers is not only derived from legal power. It also comes from its personal rights. The personal power of managers comes from their moral character, knowledge, ability and emotions. If they are superior to others, they will be respected by their subordinates. In the face of prestigious leaders, subordinates will be more active in obeying the command and work hard. When everyone works hard, the team's effectiveness will be greater. The second is to cultivate team awareness and build a good team culture. Team awareness is the cohesiveness of the team, that is, teamwork. The middle managers should build a team spirit and should mainly cultivate the three awareness of team members. "One is the sense of responsibility, that is, shaping the goal consciousness of team members to pursue success. Team members will have a strong sense of responsibility when they have a sense of purpose. Second, they will have a sense of achievement. Team members will have higher standards to achieve their sense of achievement. Self, spurring behavior, pursuing higher value of self-realization; third, dedication and dedication, not requiring material rewards, but guiding members to correctly view material returns, and advocating and supporting the correct consciousness of "doing first and then gaining" The middle-level manager must not only lead by example, but also support this kind of dedication, in order to create an advocacy role, leading to a good team culture." With team awareness, the team's high efficiency can be achieved, and the team's high performance can ensure the middle-level execution effective.

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