

## **My new definition of Management**

In my humble opinion, here is the new definition of management, thus, “*Management is producing the desired results in uncertain conditions, with constraints on resources (time, materials, equipment and human resources), with inadequate information on facts and by either working personally or through others working within a defined framework*”.

This definition focuses on producing the results working within the organizational and the existing environmental framework. The managers are not managing human resources any more. They are managing results expected of them. The manager either works personally, or gets a workforce to do the work or outsource it but results are his/her responsibility. The decision of either creating a workforce or locating an organization to undertake our work, the top management steps in and takes the decision.

So, in the present day, most of the employees in the managerial cadre, irrespective whether they are called manager/director/leader, they are just professional workers. They may be managing very few employees directly. Today’s manager is more of a coach and mentor than a commander of the yore.

Murali Chemuturi  
[murali@chemuturi.com](mailto:murali@chemuturi.com)