

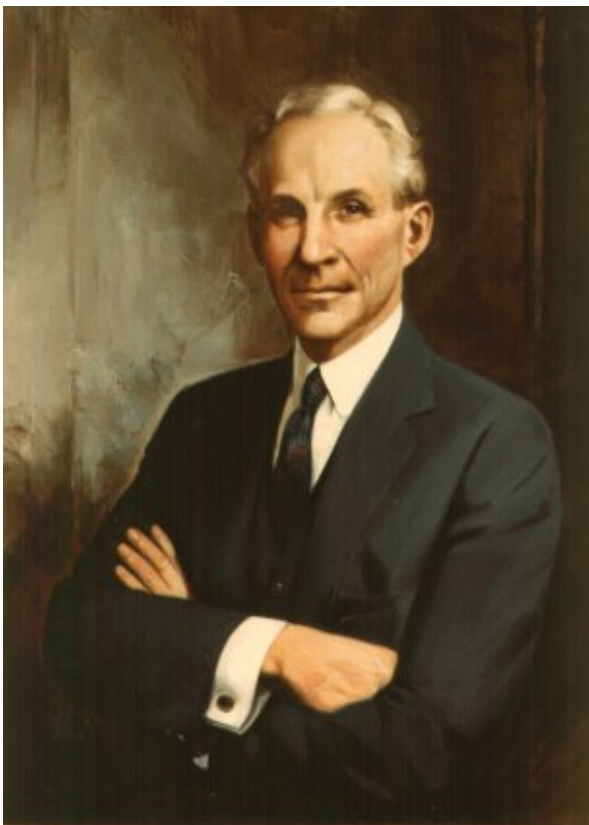
Skills Predicting Success

List 1

Source: Whetten, David & Cameron, Kim (1998). Looked at 402 effective managers as identified by both peers and superiors

Research Question

To discover the most frequently cited skills of effective managers



Henry Ford

The Answer

Verbal communication & listening

Managing time and stress

Managing individual decisions

Problem solving

Motivating and influencing others

Setting goals and articulating a vision

Self-awareness

Team building

Managing conflict

Skills Predicting Success

List 2

Prentice, Majorie (1984) looked at 230 executives in manufacturing retail and service organizations

Research Question

To discover the skills required for managing organizations



Genghis Khan

The Answer

Listening

Communication

Leadership

Problem solving

Time management

Adaptability to change

Interpersonal relations

Formal presentations

Stress management

Skills Predicting Success

List 3

Magerison, Charles & Kakabadse, Andrew (1984) surveyed chief executive officers in U.S. corporations

Research Question

The management skills to develop in others to help them become senior executives



Andrew Carnegie

The Answer

Human relations

Communication

Planning and goal setting

People skills and leadership

Decision making

Financial management

Entrepreneurial skills

Delegating

Broad experience

Teamwork

Skills Predicting Success

List 4

Hunsicker, Frank (1978) reported on 1854 Air Force officers

Research Question

Skills that most contribute to



Hua Mulan

The Answer

Communication

Human relations

General management
ability

Technical competence

Leadership

**Knowledge and
experience**