How high is your return on management

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Main content

Abstract:
A new metric is developed to assess the effectivity of expended managerial energy on developing and implementing new business strategies. The return of management metric is similar to the return on equity or return on asset measures but emphasizes the effective allocation of managerial energies, especially in optimizing energies on alternatives. This new metric forces managers to attend not only pressing matters but to place such matters within the corporate goal.

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Practitioners often interpret internal rate of return as the annual equivalent return on a given investment; this easy analogy is the source of its intuitive appeal. But in fact, IRR is a true indication of a project’s annual return on investment only when the project generates no interim cash flows—or when those interim cash flows really can be invested at the actual IRR. When the calculated IRR is higher than the true reinvestment rate for interim cash flows, the measure will overestimate—sometimes very significantly—the annual equivalent return from the project. The formula assumes that the Change Management Plans are developed to support a project to deliver a change. It is typically created during the planning stage of a Change Management Process. Here is a great resource for an overview of effective change models, methodologies, and frameworks. It also occurs because there is a fair amount of risk associated with change—the risk of impacting dependencies, return on investment risks, and risks associated with allocating budget to something new. Anticipating and preparing for resistance by arming leadership with tools to manage it will aid in a smooth change lifecycle. Best practices are a set of Human Resources Management processes and actions that work universally. In HRM research, there are two schools of thought on how to manage people. The first one is best fit, the second is best practices. The best fit school states that in order to add value, human resource policies should align with business strategy. This means that HR should focus on both the needs of the organization and the ones of its employees. We all know that teamwork is crucial in achieving goals. High-performance teams are
crucial for any company when it comes to achieving success. Teams provide value because they consist of people who are and think differently but are working towards a common goal. This means that different ideas are generated to help achieve the goal.