

# Every Nation has a Management Style

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**Abstract:** Every Nation has a management style. And every nation’s management style differs from other and there is no one right way of managing. It is necessary to appreciate that there are other management styles and one must learn to adjust to other management cultures of world.

**Keywords:** Management.

## 1. Introduction

I was in Japan and besides long working hours, I discovered that Japanese have an entirely different management style than that in India. I was also in Britain. One would have expected that since India was colony of Britain, the management style of Britain and India would be same. But surprisingly it is as different as Indian culture and British culture.

## 2. Discussion

You know what? We may all eat burgers at McDonald’s, watch Hollywood movies, and buy Apple iPhones and yet people of different nations of the world are different and have different cultures. WE ARE NOT ALL AMERICANS - you should say that loud. The trouble is Management Schools and Business Schools seem to think we are. Especially since management education began in US. However, each nation has its management style. After all management education may be century old, but management is at least 10,000 years. After all, management is all about getting things done through people. And businesses and governments have been around for at least 10,000 years. So, there is a way work gets done in every nation. And just because the American Management Schools teach that this is how the work should get done, doesn’t mean that people all over the world are going to switch to the American way of doing things, never mind that we cannot do without Pepsi or Coke. Each nation has a different management style that is ingrained in its culture for over a thousand years. And that management style continues even in modern times. In fact, it is rather shocking that business schools don’t teach management styles of various nations to students who are expected to perform in an international environment. This essay is just the

tip of the iceberg when it comes to exploring management styles around the world by limiting to just 4 nations - India, China, America and Japan. Roughly there are various management styles.

- 1) Autocratic
- 2) Consultative
- 3) Persuasive
- 4) Democratic
- 5) Management by Walking Around
- 6) Leave them Alone

Let us talk about cultures of various countries

- India: Hierarchical
- America: Individualistic
- China: Directive
- Japan: Consultative

## 3. Results

Management Styles of various countries interact with cultures to create unique management style in each function - planning, staffing, organizing, controlling etc. Here is another look at Management styles in various countries.

## 4. Conclusion

Every Nation has a different culture and that culture creates its own management style. And management style dramatically different and diametrically disagreeing can produce surprisingly effective results. Hence there is no right or wrong way to do management. As long as the work gets done, it is good management.

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Table 1  
 Management Styles of various countries

Function	Japan	China	America	India
Planning	Long term and Slow by Many	Long term and short term and Slow by Many	Short Term and Fast by Few	Long Term and Slow by Few
Organizing	Collective and Informal	Individual and Formal	Collective	Collective and Formal
Leading	Leader as facilitator	Leader as Decision maker	Leader as Decision Maker	Leader as Facilitator
Controlling	Control by Peers	Control by Leader	Control by Leader	Control by Leader

Source: SlideShare, Tarun Kashni

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