Are Managers Obsolete????

Abstract:

Since you are part of a program called Engineering and Technology Management, you are probably interested in furthering your career as a manager. But one Harvard Business Review article talks about the multitude of negative impacts created by managers. Some businesses even manage to thrive without management. What if there were no managerial positions? What would that mean for you? Would it be a disaster? Would it be an opportunity?

In this provocative and interactive presentation, Gabe will challenge the traditional role of managers, give examples of organizations that thrive without management, and explore the ramifications for you as a leader in your organization.

Background:
Gabe Fasolino is passionate about passion in the workplace. He generates that passion in his teams by delegating traditional management decisions to front-line employees, including:

- Setting pay scales
- Setting work schedules
- Creating the performance review system
- Writing the company quality standards
- Writing the drug and alcohol policy
- Writing the profit sharing plan

By tapping into that passion, Gabe has turned around two money-losing manufacturing operations. He encourages business leaders to use the untapped potential in their front-line workers, whether they be in the manufacturing plant, on the computer writing code, or on the phone handling customer service calls.

Gabe is currently looking for his next opportunity to ignite a team’s passion in a manufacturing company.