

Introduction to Business

Name

Professor

Course

Date

Entrepreneurs will play the role of driving innovation. As such they will be responsible for developing new business models that can be adopted in future. Managers are crucial in ensuring success of an organization. Hiring the right manager guarantees success of the business (Davenport & Harding, 2010). In a consulting business, managers are integral in ensuring success. The key function of managers will be providing interpersonal roles in the company. These include building strong relationships with employees, motivating, liaison and being the figurehead in the organization. Managers must be good leaders for them to implement change in the organization. A good manager is thus an individual with excellent leadership skills, an individual who can be able to influence or lead people in the organization.

The managers will be in charge of communication in the organization. This involves a variety of activities such as receiving and dissemination of information. Managers must monitor all information in the organization and ensure that the information reaches the intended audience. In addition, a manager acts as the organization's spokesperson which basically involves disseminating information to people outside the organization. Lastly, managers will be in charge of making key decisions that have a significant impact on the entire organization. Some of the areas where managers will be responsible in making decisions include: resource allocation, driving entrepreneurship, handling negotiations and any disturbances that may arise.

Hiring the right employees can improve the performance of the business (Davenport & Harding, 2010). Employees will be responsible for providing technical expertise to clients. Employees will be expected to undertake the various tasks allocated with competency and display professionalism in their work. Employees are also expected to be team players. This means that employees are expected to contribute towards success of the entire organization. As such employees must attend meetings, participate in projects and in decision making. Employees will

also be expected to be productive managers in their various departmental units. Employees will be expected to bring positive returns to the company through hard work and effective management of business units assigned to them.

The ethical code of conduct, including the rules and regulations are formulated in accordance with the existing laws guiding consulting firms. The following will be used:

- (i) The employees must uphold integrity, competence and exude professionalism in carrying out their duties.
- (ii) Clients' information must be kept confidential and cannot be used without the clients' permission.
- (iii) All fees charged must be reasonable and in accordance with the services to be accorded.
- (iv) Consulting services will only be provided in the field the company engages in.
- (v) Employees will not use information provided by a client as leverage to other clients.

The first principle is crucial in ensuring that clients receive the best possible service. In consulting, clients usually give sensitive information to the consultants. Release of such information to the public may have legal consequences. The third principle prevents employees from quoting exorbitant fees while the fourth prohibits employees from engaging in areas they are not well acquainted. The last principle is important as it enables employees exude professionalism in carrying out their duties.

One of the laws relevant to the rules and principles established above involves maintaining confidentiality of clients' information. Business law also enforces information confidentiality. However, it differs from the rules and principles in that it also includes use of client's proprietary

information. The best behaviors to cultivate in the company include honesty, hard work and self drive.

Reference

Davenport, T. O., & Harding, S. D. (2010). *Manager redefined: the competitive advantage in the middle of your organization*. San Fransisco: Jossey-Bass.