Webinar

Evolution of Managerial Thinking

- Mithun A. Sridharan
- 03 Jul 2026
- 2 minute(s)

Virtual event

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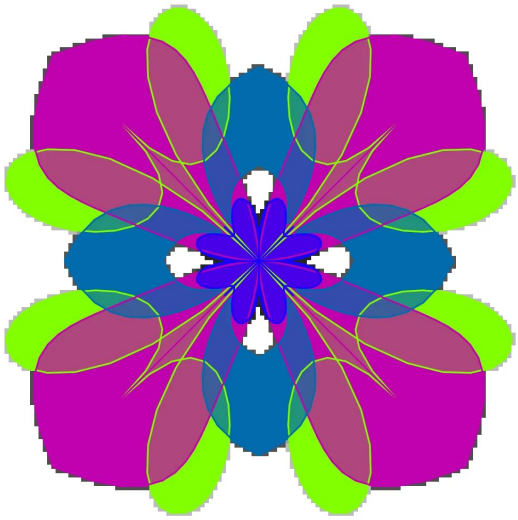

Webinar: Evolution of Managerial Thinking

Start

Thursday, July 16, 2026 - 17:00

End

Thursday, July 16, 2026 - 18:30

Type

Virtual

Registration Required

Yes

Price

0 €

Location

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Why Should You Participate?

The ways we lead people, manage projects, and structure organizations aren’t set in stone—they evolve. What worked in a predictable 20th-century factory floor fails miserably in today’s volatile, tech-driven landscape. If you are still relying on a single leadership style, you are managing in the past. Join us for a deep-dive webinar where we will trace the shift from traditional management to modern leadership, equipping you with the exact frameworks needed to navigate today's complex workplaces.

The evolution of managerial thinking runs from efficiency-obsessed factory management to systemic, human-centric leadership for complex, digital organizations. This webinar traces that journey through five foundational pillars and the key frameworks every modern manager should understand and apply

Topics covered

Classical Foundations

- Scientific Management (Taylor) - Optimizes work through task specialization, standardization, and time-and-motion studies
- Administrative Management (Fayol) - Defines core management functions and principles for organizing and controlling work
- Bureaucratic Management (Weber) - Uses formal rules, hierarchy, and rational-legal authority to ensure consistency and fairness
- Human Relations Movement (Mayo) - Shows how social needs, attention, and group norms shape employee performance

Human-Centric Leadership

- Behavioral Approach - Focuses on what leaders do, balancing task-orientation with relationship-orientation
- Situational Approach - Adjusts leadership style to follower competence and commitment (directing, coaching, supporting, delegating)
- Transactional Leadership - Manages through clear exchanges of effort for rewards and compliance with agreed targets
- Servant Leadership - Puts follower growth, wellbeing, and community impact at the center of leadership
- Authentic Leadership - Builds trust by aligning actions with values and demonstrating transparent, self-aware behavior

Adaptive and Transformational Leadership

- Transformational Leadership - Inspires shared vision and personal development through motivation, stimulation, and individual consideration
- Adaptive Leadership - Mobilizes people to face tough, changing realities and learn new ways of working
- Ethical Leadership - Integrates moral principles into everyday decisions and change initiatives

Systemic and Contingency Perspectives

- Systems Approach - Views the organization as interdependent subsystems that must be aligned with each other and the environment
- Contingency Approach - Chooses structures and practices that fit specific

situational and environmental demands
- Systemic Leadership - Manages culture, relationships, and feedback loops as an interconnected performance system
- Networked & Agile Organizations - Replace rigid hierarchies with flexible, cross-functional, and learning-oriented structures

Cognitive Lenses and Managerial Judgment

- Attribution Theory - Helps managers correctly infer why people succeed or fail and avoid common bias traps
- Decision and Behavioral Insights - Use decision science and behavioral economics to design better processes and incentives
- Performance Evaluation Systems - Translate cognitive insights into fair, developmental feedback and appraisal mechanisms

Key take-aways

- Understand how managerial thinking evolved from classical, efficiency-driven control to modern, human-centric and systemic leadership, and why elements of each era still matter today
- Distinguish clearly between behavioral, situational, transactional, and transformational leadership—and know when each lens is most effective for their own teams
- Apply systems and contingency thinking to design structures, processes, and cultures that fit their specific context instead of relying on one-size-fits-all "best practices"
- Use Attribution Theory and basic behavioral insights to improve performance judgments, reduce bias, and give fair, developmental feedback
- Build a personal roadmap for evolving their own management style, integrating classical rigor, human relations, adaptive leadership, and systemic awareness into a coherent daily practice

Tags

- Management
- Evolution
- Frameworks

Speaker

Mithun A. Sridharan Thought Leader

I'm Mithun A. Sridharan, Founder of this website - Think Insights - on Strategy, Management Consulting, Leadership, Digital Transformation, and Data Literacy. Follow me on social media or connect with me on LinkedIn for updates.

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