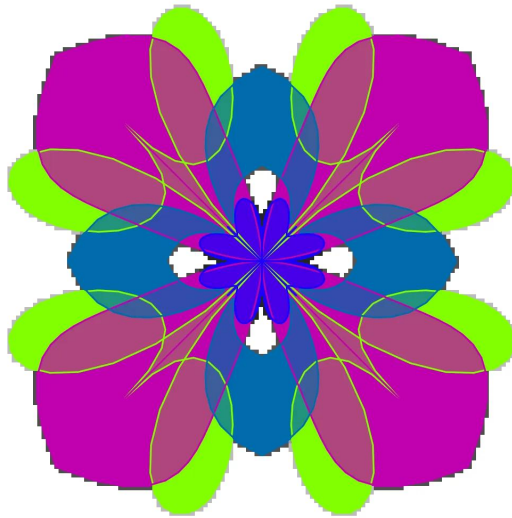


Webinar

Evolution of Managerial Thinking

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



Webinar: Evolution of Managerial Thinking

Start

Thursday, July 16, 2026 - 17:00

End

Thursday, July 16, 2026 - 18:00

Type

Virtual

Registration Required

Yes

Price

0 €

Location

<https://events.teams.microsoft.com/event/a76c10ff-8275-42a1-85b5-55a0a70325b3@88123f3f-d7fd-45ce-994c-72e386cfc95f>

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 journey of managerial thinking reflects a profound shift from rigid, transactional supervision to a dynamic, holistic practice. In the early stages of this evolution, frameworks like the Behavioral Approach began moving the needle away from inherent personality traits toward learned behaviors, focusing heavily on how leaders balance task execution with relationship building. As workplaces grew more complex, the Situational Approach introduced the vital need for adaptability, teaching managers to fluidly alter their style based on an employee's competence and commitment, while Attribution Theory provided a psychological lens to help leaders identify and correct cognitive biases when evaluating

team successes and failures. Together, these theories laid the groundwork for managing individuals not as static gear-teeth in a machine, but as adaptable human beings.

Modern leadership elevates these concepts from day-to-day management to organizational transformation. Through the Transformational Approach, leaders transcend simple "effort-for-reward" transactions, instead focusing on inspiring shared visions, stimulating innovation, and fostering deep personal growth within their teams. This ultimately culminates in Systemic Leadership, the contemporary frontier of management. Rather than viewing an organization as isolated departments or individuals, systemic leaders analyze the invisible web of relationships, cultural feedback loops, and interconnected parts that drive performance. By integrating these two sophisticated approaches, modern managers stop simply fighting fires and treating isolated symptoms, gaining the capacity to guide entire organizational ecosystems through rapid, unpredictable change.

We will break down five foundational pillars of managerial evolution, showing you how to apply them directly to your current team:

- Attribution Theory (Understanding the "Why"): Learn how managers mistakenly judge employee performance based on biases rather than facts. We will explore how to accurately evaluate why people succeed or fail without falling into psychological traps
- The Behavioral Approach (What Leaders Do): Shifting the focus from "who a leader is" to "how a leader acts." Discover the balance between task-oriented behaviors (getting things done) and relationship-oriented behaviors (keeping people motivated)
- The Situational Approach (Adapting to the Room): There is no single "best" style of leadership. We will show you how to read the competence and commitment of your team members so you can fluidly switch between directing, coaching, supporting, and delegating
- The Transformational Approach (Inspiring Change): Move beyond transactional "do this, get paid" management. Learn how transformational leaders use intellectual stimulation, individualized consideration, and inspirational motivation to align personal growth with organizational success
- Systemic Leadership (The Modern Blueprint): Organizations aren't just collections of individuals; they are complex, interconnected systems. Discover how to stop treating symptoms and start managing the invisible web of relationships, culture,

and feedback loops that dictate performance

Who Should Attend?

- New Managers looking to build a versatile leadership toolkit
- Experienced Executives wanting to modernize their approach for hybrid and complex team environments
- HR Professionals & Agile Coaches aiming to foster a healthier, more adaptable corporate culture

Bookmark this

Tags

- Management
- Evolution
- Frameworks

Log in or register to post comments

Speaker

Mithun A. Sridharan

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.

Event Registration

First Name

Last Name

Country

Email

I agree to data processing in accordance with GDPR

Leave this field blank

Add to calendar

- Google
- iCal
- Yahoo!
- Outlook.com
- Office365