

# Planning : A series of revelations

Australian Management Academy

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**H**ow many countless times have you had a moment when the penny dropped, the cows came home and the lights all flashed on about the truth of what management really is? In other words, you had a mini-revelation that made you feel, at least for second or two, that you actually knew something deep and meaningful about management.

Perhaps the first revelation was the simple truth that managers are planners. The manager determines what needs to be done, allocates the tasks to people and stipulates a timeframe for completion.

In that moment management doesn't seem so complicated, but then comes revelation that Management is about dealing with the individual quirks of people. The output of people is entirely different when they are onboard enthusiastically as compared to when they are unmotivated. Planning is therefore an activity that improves when people, who are affected by the outcome of the plan, are involved in the process.

After that revelation you are pretty pleased with yourself. Your people start to look up to you and say you are a good manager.

Then comes a really big Eureka moment and you realise that managing contingencies and risks is a really important aspect of management. From that point on, planning becomes more than just the what, who and when. The smart manager thinks about how their plan will be implemented, anticipates the possible roadblocks and develops a contingency plan for when things don't quite go as expected.

At the Australian Management Academy, we believe that planning is a process of management, and life for that matter, that never ends. There is no perfect plan and you cannot unfortunately predict everything that the future has in store. Managers who are relentless in their planning, who constantly update their plans, are well appreciated by staff. They are viewed as "on top of things" and respected for being proactive rather than reactive.

So after a series of revelations, one tends to arrive at the conclusion that planning is a really complex, ongoing and supremely important aspect of management. There is never any perfection in planning; just the possibility that, with increased knowledge and experience, one can plan better.