



# THE AMA REVIEW

ISSUE- I

## Managerial Skills are an Acquired Ability or an Inborn Quality ?

### 5 Tips for new Managers :

1. Develop great communication skills
2. Be collaborative
3. Keep growth mindset
4. Be confident and honest
5. Be empathetic

You must have a strong spirit if you want to be a successful person. The spirit factor is very influential in a person's success in starting a business, the greater the enthusiasm you have, the more opportunities for success will be opened. Even when you experience failure, you will have difficulty rising from that failure. On the other hand, if you have a strong spirit, no matter what the failure, you will get up and move on.

"Who you are is defined by what you're willing to struggle for." - Mark Manson.

If you want to be a manager and be good at it then you need to struggle, work hard for what you want to achieve.

Talent is a quality or ability that is inborn, rather than acquired. It can't be taught. However a skill is an ability that may be acquired by a person. Skills are generally unknown until learned and Managerialism is a skill and it can be acquired through dedication, education, practice and experience.

For example- We know that managers need to connect with and communicate to the team to **distribute the work**, and to **assign responsibilities**. A manager also has to **check** how the work is **progressing**; how people are **coping**; how well people are **inter-relating**. In addition there is a need for **motivating** the team... and **reporting** to the boss and the company. All these activities are founded on one's ability to communicate effectively.

However, communicating is not a one way street. It is not just about Speaking. It also includes the attributes of LISTENING and UNDERSTANDING. Managers who do not master the art of Listening and Understanding will fail as they do not complete the communication circle. Mastering this art comes from interaction and experience and is not something you are born with but rather you learn along and pick up with time.

- No one is a born actor, actress, doctor or engineer. Neither are managers. Managing is an art and it cannot be acquired overnight
- Management may be a very general term. However, each manager needs to excel in his

stream. Different forms of managerial skills are required for each stream. They need to be trained

- Management does not merely include managing people and work; it requires administrative techniques as well. These cannot be inbuilt.
- Management involves professionalism as well. This can certainly not be inbuilt. It needs to be taught.
- Even though managers may be born trained or not, professionalism, respect to others is what matters the most. If all of this is acquired, a manager will always excel.

People with a fixed mindset believe their intelligence or talents are simply fixed traits, and that talent alone creates success — without effort. Such people believe that managerial skills are an inborn quality. They're wrong. Successful people know this. There are also people who embrace problems as opportunities to learn, and see problems as interesting challenges. These people have a growth mindset, these people believe that new abilities can be developed through practice. They invest an immense amount of time on a daily basis to develop a growth mindset, acquire new knowledge, learn new skills and change their perception so that it can benefit their lives.

One doesn't really need to rely on their natural ability to get them to be a good manager. A good manager continues to work and develop their craft, they self evaluate, they adjust and improve as life goes on. Remember, who you are today, it's not who you have to be tomorrow.

-ARSHITA AGARWAL  
BBA IInd YEAR C  
(EDITOR)



# Quarterly Management

# NEWSLETTER

According to my opinion, managerial skills are acquired ability not only managerial skills but other skills which help an individual to grow and develop more. Any skill requires proper training, proper understanding, consistency, and other factors too which help an individual to enhance more for both present and future growth and development. Because

**“PROPER TRAINING+CONSISTENCY+UNDERSTANDING”= PROPER SKILL DEVELOPMENT (CONSIDERING ALL OTHER FACTORS)**

basically, Managerial skill refers to the skill that are required for managing all factors like knowledge, and practical aspects of an individual. And this concept plays a very essential role especially in today's time specifically for the younger and upcoming generations.

“ Learning new skills makes the person more enhanced and developed with time”.

Skills are not developed since you are born, they are developed from experiences, understanding, practice, and etc factors that are taken into consideration. It helps:-

- Transforming disappointments into success
- Develops confidence to never give up in life in any situation

If we talk economically:-

- Increases productivity
- Increases Employment opportunities
- Help SSI (small-scale industries) to develop more &
- Give a platform to women to showcase their skills and ideas, especially where women are not allowed to work and etc.

This will not only develop our country it will also help in contributing high GDP, SSI into LSI and etc.

Hence not only managerial skills but all skills are acquired by experiences and further leads towards all over development of an individual both personally and professionally.



**- PRATEEK KHANNA  
BBA FINAL YEAR SEC A**

A manager is someone who has the responsibility to utilize the organization's resources and to leverage cooperation from employees in order to achieve organizational goals.

And to achieve these goals a manager must have some managerial skill which is the knowledge and ability to fulfill managerial tasks. Many professional managers and scholars support the idea that managerial skill is an inborn quality. But in my opinion, managerial skills are acquired from learning and through practice.

None of the managers are born with managerial skills. No one is a born actor, doctor, or engineer. Neither are managers. Managers need to be skilled and trained in their work. Managerial skills are an acquired ability, one can master it even if their base level was zero. Good managers require expertise in a subject domain, critical reasoning ability, the ability to be decisive, the ability to work hard, being passionate about the task at hand, openness to learn constantly, communication skills, stress management, and emotional intelligence. All these abilities can be developed with education, practice, and experience. Of course, those people who are born with the necessary skills may take less time on developing them, however, it does not mean that others cannot learn them.

There can be some managers who have inborn managerial skills but at the same time, there are so many managers who have acquired those managerial skills with their hardwork and dedication.

It is all about human potential. None of the managers is born with the set of features in the brain necessary to excel in management, may just have the potential for being leaders, listeners, and creative thinkers. What makes them great managers are practice, learning, and experience.



**-Pragya Singh Gour  
BBA 1st year Sec-D  
(Co-Editor)**

**“Good management is the art of making problems so interesting and their solutions so constructive that everyone wants to get to work and deal with them.” — Paul Hawken**

## Skills are Cultivated Never Inherited

To those who believe in leaders are born, are the ones promoting the misconception skills are inborn. No person however talented is born with those talents. Someone saw a painting that planted their love for art, practiced it for so long that he/she became an artist. For managers in the same way, are put into situations such as social gatherings help communion and networking, problems help problem solving polishing the skills they were once taught in their colleges, or by their seniors or mentors. *No supply occurs without demand*, it is because the modern market requires the skills is that managerial skills are developed. A need can arise at any moment and thus no skill can be learned before it is known to be in use, talking – such a basic form of communication since the primal times is a skill in the modern era purely for it is needed to convey a simple message in a convincing or maybe authority needs to be established.

Thus the assumption talent is inborn is entirely false. Talents and skills cannot be inborn, had it been their would be only a few actors in the world, countable engineers. Managerial skills like any other needs practice and hard work.

A born manager is not one who has acquired the skills, neither was literally born with them, he just consistently practiced those skills till it became his shining talent. Hardwork triumphs all is absolutely accurate phrase for managerial skills, an old employee is always valuable asset to the company not because he has a knack for being a manager but because he has so practiced that skill, that 'knack' is his shining talent in the time.



~Sana Akhtar  
President  
Aloysian Management Association

# Newsletter

## POEM

They don't see her age anymore  
I am using they for them  
The only rapists damn.  
Ever home became a cafe  
Because they are not even seeing her age  
She want to explore something more  
But she is not safe anymore.  
They had recently killed a girl of 2 year  
She was obeying what we ve told not to wear  
Then why she nor she was out of her home.  
Not even learned how to roam .  
Without support all the time she fell..  
few days back she learned how to stand  
Their evil souls will not even find a place in  
hell  
Societys biggest flaw where is justice and  
law?

-Sanya Mehani  
BBA 2nd Year C

It's a known fact that Managers are an integral, and equally, important part of businesses. Managerial skills can be defined as an individual's knowledge, abilities, and behaviors that enable them to successfully perform a job or role. In this article, we will scrutinize the question at hand, i.e., whether or not managerial skills are inborn quality or acquired ability.

The answer is neither. Management skills are abilities that stem from a person's experience and education. Essentially, not from something inherent within them. This means that managers can learn and develop these skills. This also implies that managers don't have to be born with them, on contrary these abilities and skills can be trained and practiced. For an instance, we cannot just take someone who has been managing for a while and expect them to become a great manager overnight.

In a study conducted by Dr. Michael Jerison found that more than 80% of the traits associated with being an efficient manager were learned behaviors, while only 20% were inborn. Managerial abilities are a mix of both, with some skills being more inborn and others more acquired. The important aspect which matters the most is our willingness to learn new things, put them into practice and transform ourselves to perform our best in whatever we do. To be a good manager, we need to learn and develop new skills throughout our career. In addition to this, one needs time and practice for developing the expertise needed to polish the managerial skills. Cultivating the best abilities should be a necessity for managers; they should be able to identify the problems, find out solutions, make rational and quick decisions. So as to, keep up with the dynamic business environment.

As we all know, the best way to improve and upskill ourselves is– Practice!

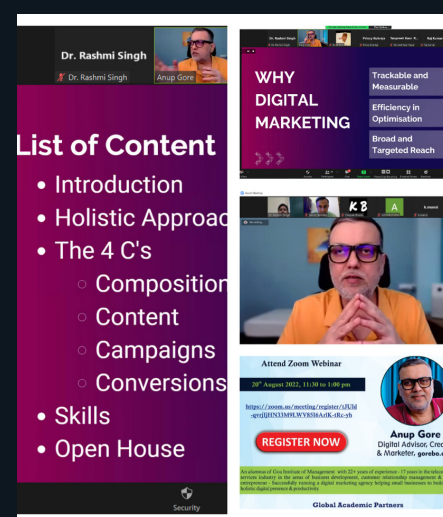
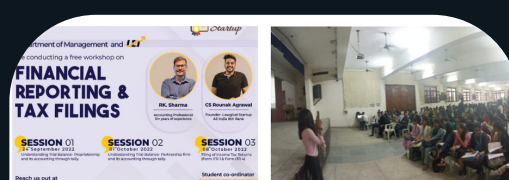
- Khushi Gupta  
BBA 2nd year (Group A)



**"If your actions inspire others to dream more, learn more, do more and become more, you**



# DEPARTMENT ACTIVITY



**ACTIVITIES (JULY - OCTOBER) :-**

- 1.FUN WITH NUMBERS WORKSHOP
- 2.SPEECH AND POSTER MAKING COMPETITION ON BAL GANGADHAR TILAK
- 3.INFOGRAPHIC, MONOACT AND QUIZ COMPETITION
- 4.OLDAGE HOME VISIT (EXTENTIONAL ACTIVITY)
- 5.ONLINE SEMINAR ON DIGITAL MARKETING
- 6.FRESHERS 2022
- 7.LAWGISTIC FIRM WORKSHOP

**UPCOMING ACTIVITIES-**

- 1.AMA FEST
- 2.STUDENT DEVELOPMENT PROGRAM

HEAD OF THE DEPARTMENT- DR.RASHMI PATRAS  
TEACHER INCHARGE- DR.SHRADDHA SHRIVASTAVA  
STUDENT EDITORS-MS.ARSHITA AGARWAL  
MS.PRAGYA SINGH GAUR