# College of Nursing

**Community Health Nursing Department Leadership and Management in Nursing**

# المحاضرة الخامسة Roles Manager’s

A role is concerned with the behavior pattern of a manager within an organization. There are many management theories. However, Henry Mintzberg was one of the few researchers who succeeded to convey the manager’s daily roles in a variety of sectors and positions. A manager must play ten diverse roles switching between them whenever it is needed.

The ten roles by Mintzberg (1973) are:

1. Figurehead.
2. Leader.
3. Liaison.
4. Monitor.
5. Disseminator.
6. Spokesperson.
7. Entrepreneur.
8. Disturbance Handler.
9. Resource Allocator. 10.Negotiator.

These different roles were also divided into three main categories: “**interpersonal, informational, and decisional**”. These 10 roles reflect the complexity of the managerial position, where any given manager has many duties in relation to his organization, his subordinates, his superiors, the shareholders, and the stakeholders.

## Interpersonal Management Roles

The managerial roles in this category involve **providing** information and ideas.

1. **Figurehead** – As a manager, he have social, ceremonial and legal responsibilities. People look up to the manager as a person with authority, and as a figurehead. a manager plays officially the role of a professional representing his organization in social activities and events.
2. **Leader**– This is where the manager provide leadership for the team, department or perhaps the entire organization; and it's where managing the performance and responsibilities of everyone in the group. It is related to people’s motivation and inspiration. As a leader, a manager must coach, support, and guide his/her subordinates.
3. **Liaison الاتصال** – Managers must communicate with internal and external contacts. They need to be able to network effectively on behalf of the organization.

## Informational Management Roles

The managerial roles in this category involve **processing** information.

1. **Monitor** – In this role, manager regularly seek out information related to the organization and industry, looking for relevant changes in the environment. Also monitor the team, in terms of both their productivity, and their well-being.
2. **Disseminator** – This is where manager communicate potentially useful information to colleagues and the team. الناشر – هذا هو المكان الذي يقوم فيه المدير بتوصيل المعلومات التي قد تكون مفيدة للزملاء والفريق.
3. **Spokesperson** – Managers represent and speak for their organization. In this role, they're responsible for transmitting information about the organization and its goals to the people outside it.

## Decisional Management Roles

The managerial roles in this category involve **using** information.

1. **Entrepreneur** – As a manager, they create and control change within the organization. This means solving problems, generating new ideas, and implementing them. رواد الأعمال – كمديرين، يقومون بإنشاء التغيير والتحكم فيه داخل المنظمة. وهذا يعني حل المشكلات وتوليد أفكار جديدة وتنفيذه
2. **Disturbance Handler** – When an organization or team hits an unexpected roadblock, it's the manager who must take charge. معالج الإزعاج – عندما تواجه منظمة أو فريق حاجزًا غير متوقع، يجب على المدير أن يتولى المسؤولية
3. **Resource Allocator** – they also need to determine where organizational resources are best applied. This involves allocating funding, as well as assigning staff and other organizational resources.
4. **Negotiator المفاوض**– They may be needed to take part in, and direct, important negotiations within the team, department, or organization.

