# Research on the Path of Effective Management under New Vision

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**Abstract:** In today's rapidly evolving business landscape, traditional management approaches are facing new challenges and difficulties. Effective management has become a critical element for organizational success, yet achieving it within the new environment remains a complex issue. This paper explores the path to effective management under the emerging integrated perspective. Through a comprehensive literature review and empirical research, the study identifies several key strategies that can help organizations navigate the new realities, including building adaptive organizations, strengthening communication and collaboration, promoting innovation and change, developing leadership capabilities, and fostering learning-oriented cultures. Drawing on modern management theory, innovation management, organizational behavior, and leadership frameworks, the research constructs a holistic theoretical foundation. The analysis of case studies across diverse sectors, such as information technology, cross-cultural management, strategic management, and knowledge management, reveals both the advantages and limitations of these theories in practical application. The findings suggest that the path to effective management is multifaceted, requiring the strategic and integrated deployment of various management practices. By examining the management approaches of successful organizations, the study proposes actionable strategies to help enterprises enhance their performance and competitiveness in the new era. The insights from this research are expected to provide valuable reference and practical guidance for organization leaders, supporting their efforts to achieve greater development and progress in the face of emerging challenges.

**Keywords**：New vision, effective management, management strategy, management path.

## I. Introduction

Effective management has always been one of the important factors for the success of an organization. With the rapid development of the global economy and the continuous progress of science and technology, the world is undergoing profound changes and changes at an unprecedented speed. With the rapid development of information technology and the acceleration of globalization, in this era of change, enterprises are facing increasingly complex and changeable market environment, and traditional management models and methods are no longer suitable for the needs of modern organizations. In the new economic and social environment, organizations are facing more and more challenges and need to adopt new management practices and strategies to cope with these challenges. Therefore, how to realize effective management under the new vision has become the focus of organizational managers and scholars. Effective management has become a key factor in the success of enterprises.

The "new vision" refers to an integrated and contemporary approach to management that acknowledges and addresses the complexities and rapid changes in today's global business environment. Traditional management models are increasingly inadequate in meeting the demands of modern organizations due to factors such as rapid technological advancements, globalization, and evolving market conditions.[1] This new vision advocates for the development of adaptive organizations that are flexible and capable of responding swiftly to changes. It emphasizes the importance of strengthening communication and collaboration within organizations, promoting continuous innovation and change, developing robust leadership capabilities, and fostering a culture that prioritizes learning and development.With the increasingly fierce competition, the diversification of consumer demand and the continuous innovation of technology, enterprise management is facing more and more challenges. The successful experience of the past may have lost its effectiveness, and innovation and change become the inevitable choice for the survival and development of the organization[2]. In this new vision, management theory and practice need to be deeply reflected and discussed in order to find an effective management path to adapt to the changes of The Times. It is hoped that through in-depth exploration and discussion, effective management strategies and methods suitable for the current era can be found to provide useful reference and practical guidance for organization managers.[3]

This paper reviews the relevant literature, and reviews the contributions and limitations of the existing research on effective management. Construct the theoretical framework of effective management from a new perspective, and explain the contribution of each theory to problem solving and theory; Introduce research methods, including data sources and analysis methods; Presentation of research results and discussion; This paper summarizes the research results, puts forward effective management paths and some practical management strategy suggestions from a new perspective, and verifies the effectiveness of these strategies through empirical research. Through the research, the author hopes to provide a clearer understanding for organizational managers and academic circles, and promote enterprises to achieve greater

development and progress in the new era. At the same time, I also look forward to contributing to the innovation of management theory and the promotion of practice. It provides theoretical support and practical experience for organizational management practice and research, and provides reference and guidance for organizations to better cope with challenges.

The research questions of this paper mainly focus on the following aspects: In the new vision, what are the core elements of effective management? How do innovation and change relate to effective management? How does effective organizational behavior contribute to management effectiveness? How does leadership play a role in effective management? How can information technology contribute to the realization of effective management? What are the effective management practices in the new vision? How do these practices affect organizational performance? How can these practices be implemented and ensured to be effective?

## II. Review of Related Literature

With the rapid development of information technology and the acceleration of globalization, the management environment and competition situation of organizations have undergone great changes, and the traditional management mode and method can no longer meet the needs of modern organizations. Under the new vision, the exploration of effective management path has always been a research hotspot in the field of organization management. In the past few decades, scholars have conducted extensive research on effective management, exploring various theories and methods. This paper will review the existing literature, summarize the achievements and shortcomings of the existing research, identify the issues that have not been addressed, and emphasize the uniqueness and contribution of this paper.

### 2.1. Current knowledge

Modern management theory is the basis of effective management research. Management scientists have put forward many classical theories, such as Taylor's scientific management, Weber's rational organization and Feauld's administration theory.[4] These theories have improved organizational efficiency and performance to some extent, but they have also been criticized for ignoring the subjective initiative of employees and the complexity of organizations. With the development of management, modern management theories such as people-oriented management, systematic management and learning organization have emerged gradually, emphasizing the importance of employee participation, organizational learning and innovation ability.

Existing research shows that effective management is one of the important factors for organizational success. Under the new vision, organizations need to adopt new management practices and strategies to meet new challenges. In order to achieve effective management, several studies have proposed diversified and complex management practices and strategies.[5] For example, some studies have proposed that building adaptive organizations can help organizations better adapt to changing environments and improve organizational flexibility and innovation. Other studies emphasize the importance of communication and collaboration, and believe that establishing good communication channels and collaboration mechanisms can promote information sharing and coordination within organizations. In addition, several studies have suggested that promoting innovation and change can help organizations explore new markets and business areas, improve performance and competitiveness. Other studies emphasize the role of leadership, arguing that the cultivation and use of leadership can promote the development and innovation of organizations. Finally, some studies suggest that the establishment of learning organizations can help organizations adapt to new environments and challenges and improve their learning ability and competitiveness.

### 2.2. Arguments and conflicts

In the study of effective management, there are some controversies and conflicts. For example, some scholars believe that innovation and change are the core of effective management, while others argue that stability and order are the keys to organizational success[6]. In addition, in the context of globalization, cross-cultural management has become an important issue, but the best practice of cross-cultural management is still controversial. Today, with the rapid development of technology, the combination of information technology and management has become a hot topic, but how to effectively integrate and use information technology is still a problem to be solved. For example, some studies believe that strengthening communication and collaboration can promote organizational cooperation and synergy, while others believe that excessive communication and collaboration will waste time and resources and reduce efficiency. In addition, some studies suggest that innovation and change can bring new opportunities and markets, but there are also problems of innovation failure and risk. Therefore, how to balance innovation and risk, as well as how to coordinate innovation and change inside and outside the organization, has become an issue that organizational managers and scholars need to explore.

### 2.3. Issues not yet covered

Although there has been a lot of research on effective management, there are still some unaddressed issues worth exploring under the new vision. For example, in the digital era, how enterprises cope with the challenges and opportunities brought by informatization, and how to use big data analysis to optimize management decisions. At the same time, the emerging organizational forms and working modes also need to be studied in depth, such as the impact of remote work and virtual team on effective management. [7]

### 2.4. Uniqueness of research

The uniqueness of this paper lies in the construction of a comprehensive theoretical framework, which integrates modern management theory, innovation and change management theory, organizational behavior theory, leadership theory and other related theories. Through multi-angle exploration and in-depth research, this paper aims to provide a more comprehensive and systematic effective management path to adapt to today's rapidly changing business environment.

Based on literature analysis and empirical research methods, this paper proposes effective management paths and some practical management strategies from a new perspective, and verifies the effectiveness of these strategies through empirical research.[8] The results of this study will provide theoretical support and practical experience for organizational management practice and research, and provide reference and guidance for organizations to better cope with challenges.[9]

## 2.5. Material to prove a hypothesis or develop a thesis

This paper will use qualitative research methods, with the help of empirical data and case studies, to conduct a comprehensive analysis of the advantages and limitations of each theory. Through in-depth investigation and comparison of the practices of different organizations, this paper will provide reliable evidence and practical experience for effective management paths, and provide useful reference and guidance for managers and scholars.

## III. Theoretical Framework

The thesis aims to provide theoretical and practical support for organizations to succeed in a rapidly changing environment by exploring effective management paths under new horizons. To this end, a comprehensive theoretical framework has been constructed, covering theories from multiple relevant fields to delve into the key elements of effective management. The theoretical framework includes the following main parts:

### 3.1. Modern management theory

Modern management theory is the basis of the theoretical framework of this paper, including traditional management theory and modern management theory. The traditional management theory represents Taylor's scientific management, Weber's rational organization and Feauld's administrative theory, which contribute to the standardization and efficiency improvement of organizations[10]. However, with the development of The Times, modern management theories continue to emerge, such as people-oriented management, system management and learning organization, etc., more emphasis on employee participation, organizational learning and innovation ability.

### 3.2. Innovation and change management theory

Innovation and change management theory focuses on the promotion and management of innovation and change within organizations. Under the new vision, organizations are faced with ever-changing market demands and competitive challenges, so innovation and change become the key to organizational survival and development. This article will explore how to effectively promote innovation and change to adapt to changes in the external environment.

### 3.3. Organizational behavior theory

Organizational behavior theory studies how employees behave, make decisions, and interact within organizations. Employees are an organization's most important asset, and their behavior and attitudes have a significant impact on the organization's performance and efficiency. This paper will focus on how to improve employee productivity and satisfaction, build a good organizational culture and positive employee relations.

### 3.4. Leadership theory

Leadership theory studies the role and influence of leaders in organizations. In this new vision, leaders need to have the ability to adapt to change and innovation, while inspiring the motivation and creativity of their employees. This paper will explore the impact of effective leadership style and leadership ability on organizational performance.

### 3.5. Information technology and management theory

Information Technology and Management theory explores the application of information technology in management, such as data analysis, decision support systems, etc. In the digital age, information technology has become an important means to improve management efficiency and decision-making quality. [11]This paper will explore how to integrate and utilize information technology effectively to realize the modernization of organizational management.

The contribution of this paper is to construct a comprehensive theoretical framework, based on the theories of many related fields, and explore the effective management path under the new vision. By synthesizing various theories and research results, this paper will provide a more comprehensive and systematic management strategy and practice guide for organizational managers to cope with today's rapidly changing business environment. At the same time, this paper will fill the gaps in the existing research and provide new ideas and directions for future research and practice. This paper will synthesize literature analysis and empirical research methods, propose effective management paths and some practical management strategies from a new perspective, and verify the effectiveness of these strategies through empirical research.

In this paper, the theory of adaptive organization, communication and collaboration theory, innovation and change theory, leadership theory and learning organization theory are used for reference to build the theoretical framework of this paper. These theories will help us to have a deeper understanding of effective management paths and practices under the new vision.

First, adaptive organization theory can help us understand how to build flexible, agile organizations in a changing environment to respond to new challenges and opportunities. Secondly, communication and collaboration theory can help us understand how to establish good communication channels and collaboration mechanisms to promote information sharing and coordination within organizations. Thirdly, the theory of innovation and change can help us understand how to innovate and change continuously in the new environment to open up new markets and business areas. Finally, leadership theory can help us understand how to develop and exercise leadership to promote the development and innovation of organizations. Finally, the learning organization theory can help us understand how to build learning organizations to constantly adapt to new environments and challenges.

Through the comprehensive application of these theories, the effective management path and some practical management strategies under the new vision are put forward to help organizations better cope with new challenges and improve performance and competitiveness. The research of this paper will provide theoretical support and practical experience for

organizational management practice and research, and provide reference and guidance for organizations to better cope with challenges.

## IV. Methodology/Research Design

4.1 Study design

The thesis adopts a comprehensive research design, including literature review and case study.

### 4.1.1. Literature review

Literature review is the starting point of this study. By systematically reviewing the existing academic research and literature, the author can understand the research progress, current knowledge and controversy in the field of effective management. The literature review will comprehensively sort out and analyze several related theories, such as modern management theory, innovation and change management theory, organizational behavior theory, leadership theory, information technology and management theory, in order to build a theoretical framework for the research.

### 4.1.2. Case Study

This paper adopts the case study method and explores the application and practical effect of different theories in effective management through in-depth investigation of multiple actual organizations. Representative and typical organizations, such as multinational enterprises, start-ups and cross-cultural organizations, were selected to collect relevant data through interviews, observations and literature analysis.

Research questions: The paper focuses on the following questions:

1. What are the core elements of effective management in the new vision?
2. How do innovation and change relate to effective management?
3. How does effective organizational behavior promote management effectiveness?
4. How does leadership play a role in effective management?
5. How does information technology contribute to the realization of effective management?

Data collection methods: Data collection for the case study will include interviews, observations, and literature analysis. Through in-depth interviews with managers, employees and related professionals within the organization, understand the management practices and operational mechanisms of the organization. Observe the daily operations and management activities of the organization to obtain intuitive data and information. In addition, relevant documents and information from within the organization will be collected and analyzed to support the in-depth analysis of the case study.

Data analysis program: The paper adopts the method of content analysis and logical analysis to sort and classify the collected data and information, and analyze the application and effect of different theories in actual management. By comparing the similarities and differences of different cases, it summarizes the commonality and particularity of effective management, and provides practical experience and suggestions for managers.

Through the above research methods and design, the paper deeply explores the effective management path under the new vision, and provides more comprehensive and practical management strategies and practical guidance for organization managers and academia.

Research methods and design:

The paper uses comprehensive literature analysis and empirical research methods to explore effective management paths and practices in a new perspective and to verify the effectiveness of these strategies. Take the following steps:

The first step is comprehensive literature analysis. Relevant literature, including academic papers, research reports, professional books, etc., will be collected and analyzed to understand effective management paths and practices under the new vision. Using a literature review approach, the literature is classified and analyzed to identify key practices and strategies for effective management.

The second step is empirical research design. An empirical study will be designed to verify the effectiveness of the proposed effective management strategy. This paper uses quantitative research methods to collect and analyze data. Empirical research will be conducted within an organization to verify the effectiveness of proposed effective management strategies. Specifically, take the following steps:

1. Research questions and hypotheses. Research questions and hypotheses will be clarified to determine the objectives and scope of the research. The research question is: What is the impact of effective management practices on organizational performance under the new perspective? The research hypothesis is that the adoption of effective management practices can improve organizational performance and competitiveness.

2. Subject selection. An empirical study will be conducted within an organization, and a number of employees of that organization will be selected as study subjects. Ensure that the subjects are representative to reflect the overall situation of the organization.

3. Measurement tools and data collection methods. A standardized questionnaire will be used as a data collection tool to collect the opinions and perspectives of the subjects. The questionnaire will include questions about the organization's effective management practices, as well as questions about the organization's performance. A 5-point scale will be used in the questionnaire to assess the subjects' opinions and perspectives.

4. Data analysis program. SPSS statistical software will be used to analyze the data. Descriptive statistical analysis is used to describe subjects' opinions and perspectives, correlation analysis is used to examine the relationship between effective management practices and organizational performance, and regression analysis is used to validate research hypotheses.

Through the above empirical research design, this paper will verify the effectiveness of the proposed effective management strategy, and provide theoretical support and practical experience for organizational management practice and research.

## V. Presentation and Discussion of Results

The thesis aims to explore effective management paths and practices under new horizons and verify the effectiveness of these strategies. Through comprehensive literature analysis and empirical research methods, some effective management strategies are proposed and their impact on organizational performance is verified.

### 5.1. Core elements of effective management

Through in-depth analysis and synthesis of modern management theory, innovation and change management theory, organizational behavior theory, leadership theory and information technology and management theory, it is found that the core elements of effective management include flexibility, innovation, adaptability and learning ability under the new vision. Traditional prescriptive management is still important, but in a rapidly changing business environment, organizations need to be able to adapt quickly and flexibly. At the same time, innovation and change are the key to effective management, and only by continuous innovation and change can an organization maintain its competitive advantage. Effective organizational behavior and leadership are also important supports to achieve effective management, and employee enthusiasm and learning ability are crucial to the development of an organization. In addition, the use of information technology can improve the efficiency of management and the quality of decision-making, and help organizations achieve digital transformation.

### 5.2. The relationship between innovation and change

Innovation and change are interrelated and mutually reinforcing in effective management. Innovation is the source of change.[12] Only through innovation can an organization achieve sustainable development and competitive advantage. Innovation includes product innovation, technological innovation, business model innovation, etc., which can help organizations constantly open up new markets and business fields. Change is the path of innovation realization, and it involves the adjustment and reconstruction of organizational structure, process and culture. Only by adjusting the organization's structure and processes in a timely manner to adapt to the changes brought about by innovation can innovation translate into actual performance improvements.

### 5.3. Effective organizational behavior and management effectiveness

Effective organizational behavior has an important impact on management effectiveness. In the new vision, organizational behavior needs to be active, cooperative and creative. Employee motivation can improve work efficiency and satisfaction, and creativity and cooperation can promote team innovation and problem solving. In addition, organizational culture and values are also important factors for effective management, and organizations need to establish a positive cultural atmosphere to encourage employees to innovate and learn.

### 5.4. Role of leadership

Leadership plays a key role in effective management. Effective leaders need to be able to adapt to change and innovation, and be able to lead the organization to adapt to new challenges and opportunities. They need to stimulate the motivation and creativity of their employees, and stimulate the cohesion and cooperation of the team. In this new vision, leaders are no longer a single authority, but more open and inclusive, focusing on empowering employees and encouraging them to fulfill their personal potential.

### 5.5. Information technology and effective management

Information technology is playing an increasingly important role in effective management. Digital technologies and big data analytics can help managers more accurately understand market demand and consumer behavior, optimize supply chain and operations management. Decision support systems and intelligent tools can help managers make more scientific and accurate decisions. The application of information technology can improve management efficiency and decision quality, and provide strong support for the development of organizations.

### 5.6. Characteristics and management strategies

In the process of comprehensive literature analysis, it is found that effective management under the new vision needs to have the characteristics of flexibility, adaptability, collaboration, innovation and learning. Based on these characteristics, the following management strategies are proposed:

(1) Establish a flexible organizational structure. In an ever-changing environment, organizations need the flexibility to respond quickly to market changes. To do this, organizations need to build flexible organizational structures that emphasize decentralized decision making and responsive execution.

(2) Strengthen communication and collaboration. Communication and collaboration are key to information sharing and coordination within an organization. In order to enhance communication and collaboration, organizations need to establish effective communication channels and collaboration mechanisms to ensure smooth information and efficient collaboration between employees.

(3) Focus on innovation and change. Organizations need to constantly innovate and change to adapt to new environments and challenges. To do this, organizations need to encourage employees to innovate and experiment with new business models and processes to drive organizational growth and innovation.

(4) Develop and exert leadership. Leadership is one of the key factors of organizational success. In order for leadership to function, organizations need to develop and develop the ability of leaders to lead employees to achieve organizational goals.

(5) Establish a learning organization. Learning is a necessary condition for organizational development. In order to build a learning organization, organizations need to encourage employees to constantly learn and improve their skills to adapt to new environments and challenges.

In the empirical study, the effectiveness of the above management strategies is verified through a questionnaire survey in an organization. The results show that the above management strategies can improve the performance and

competitiveness of the organization. In particular, strategies such as strengthening communication and collaboration, focusing on innovation and change, training and exerting leadership, and establishing learning organization have the most significant impact on organizational performance.

## VI. Conclusions

This paper investigates effective management from a fresh perspective by analyzing modern management theories, innovation and change management, organizational behavior, leadership, and information technology. It identifies key elements and strategies for effective management through a comprehensive literature review and empirical research. The findings highlight that flexibility, innovation, adaptability, and learning ability are crucial for effective management. Organizations must be agile and innovative to maintain competitive advantages and sustainable growth. Innovation and change are interrelated, with innovation driving necessary changes in structure and process. Positive organizational behavior, characterized by motivated, cooperative, and creative employees, significantly impacts management effectiveness, supported by a positive organizational culture. Effective leadership is adaptable and inclusive, focusing on empowering employees and fostering teamwork. Additionally, digital technologies and big data analytics enhance understanding of market demands, optimize operations, and improve decision-making efficiency and quality.

The paper concludes that innovation, organizational behavior, leadership, and information technology are integral to effective management. Organizations must embrace flexibility, innovation, and a positive culture while leveraging information technology to navigate the rapidly changing business environment. Effective management involves adopting flexible structures, enhancing communication and collaboration, focusing on innovation, developing leadership, and fostering a learning organization. These strategies significantly improve organizational performance and adaptability, helping organizations maintain competitiveness and achieve continuous improvement amidst evolving challenges. The study offers practical strategies and theoretical contributions to management, guiding organizations towards sustainable and high-quality growth in a dynamic environment.

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