

PLANNING, ORGANIZING, LEADING, CONTROLLING (POLC) LEADERSHIP AND MANAGEMENT STYLE

by:

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There are different frameworks and structures a leader can use in managing his colleagues. It is because every leader is unique and has the capability to serve with his own skills and strategies. But as an aspiring education program leader, I find the POLC Framework the most notable one. It could not accurately be depicting what many leaders are opting to reach, but it is a nice framework especially when you are a novice or have just started in managing.

POLC is the abbreviated term for the phases of the framework – Planning, Organizing, Leading, and Controlling. Each phase has its unique characteristic that will mold one to become a better manager of his own. In this article, we will be using education as the point of reference in managing.

Planning

Everything in this world started from scratch. It has been the most fundamental, most important part in managing. In schools, planning is deemed to be as the most important preliminary step to start the school year. Leaders always have their blueprints on which path they would take school. The school heads are responsible in planning from the very beginning of what the school year will have. They must see to it what the vulnerabilities are the school might encounter, and what solutions may actually be done to solve these problems. Also in this phase, setting objectives and goals are made to be targeted at the phase of execution.

Planning will always be appalling, as it consumes most of the process. But seeing the progress, you will know that everything will not happen without the prior tests made.

Organizing

After the hasty stage of planning, here comes the part to concisely put everything at its own phase – Organizing.

Organizing involves the aspects of operational, financial, and human resources of the industry. In operational aspects of the school, the principal organizes how the school will operate for the school year. In financial aspects, it also organizes the budget allocations so that it will be seen efficient and effective for the whole school. And lastly, the school head also make sure to organize the loads given to the teachers. He makes sure to have an organizational structure set that will distinguish the specific tasks one should have.

Leading

Managers do lead and leaders do manage. It is a side-to-side responsibility. Leading then is the execution process of the framework.

School heads in school lead by example. He does everything he planned and makes sure to follow everything he organized. He is in the process to make sure the effectiveness of what he had made. With the school head doing so, the subordinates follow, and thus, harmonious, and emphatic school relationship happens.

In this phase, this starts the motivation and giving empathy.

Controlling

This phase will be the longest and the one that needs most of the focus. Controlling is where it will see the ups and downs of the process.

As school heads, they need to control what they have planned, organized, and led. It is the juncture where the school leaders are rebuilding when necessary, re-planning if needed, and re-organizing if required. This phase also sees the results of what the former three made. Thus, this phase will be the stage where the feedback would mostly occur.

Though this POLC framework may have been seen as not accurate in pointing a leader's task, this framework surely gives a big chunk of technique on how to handle an industry. There could be other frameworks which will be helpful too, but this one can give a glimpse from start to the execution of the managing.

References:

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