

EXECUTIVE STYLES: Left-Brain vs Right-Brain Dimensions

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ABSTRACT

High performance organizations need managers who can think strategically and set objectives and work processes accordingly. These managers, in the Sri Lankan context, must also be able to transform the work cultures in order to align people with strategic organizational change. Thus, the kind of management skills required today is integrative - a combination of left and right brain skills. The writer studied 81 middle level managers in Sri Lanka, using a questionnaire adopted in the United States and found, as expected, that managers are high on left-brain and deductive dimensions.

Evidence also suggested that a significant proportion of the managers had conflicting styles as well as a low level of integrative and intuitive skills. The results may be due to the type of education and specialized task environments at work. The author believes that the method of study as well as the Sri Lankan's mind set needs further study in order to understand the phenomenon better and make suggestions about brain skill development.