

SUMMARY

Subject matter: The implementation of system-integrative approach to training management personnel in modern organizations (by the example of the "Position-Broker, Ltd.>").

Author of the research: Grigorieva Anna.

Supervisor of studies: Candidate of sociological science, senior Lecturer of creative-innovative department of management and law, Mheidze Leya Rvazovna.

Information about customer organization: The "Position-Broker, Ltd.>".

Topicality of the research: is due to, firstly, the specificity of the current economic situation and as a result, new requirements for managers of modern domestic companies, and secondly, the need to introduce innovation-technological tools in the learning process that meets the needs of business-environment. The foregoing is not possible without the implementation of system-integrative approach to training management personnel, experience of which in our country is fragmented.

Objective of the research: is the analysis of the theoretical and empirical bases of the implementation of system-integrative approach to training leaders of today's organizations and the development of measures to improve it.

Tasks of the research:

- to identify conceptual and categorical apparatus of training management personnel as a function of personnel management;
- to consider the nature and content of the system-integrative approach to training managers in modern organizations;
- to identify features of training management personnel in modern domestic and foreign organizations;
- to describe the activities, organizational structure and staffing;
- to analyze used technology of training management personnel in the "Position-Broker, Ltd.>";

- to develop measures to implement system-integrative approach to training management personnel in the "Position-Broker, Ltd."

Theoretical and practical significance: is that the basic ideas of the research, its conclusions and recommendations are formulated taking into account the possibilities of their implementation in the framework of modern domestic organizations. In this research the theoretical characteristics of multilateral provisions in implementing system- integrative approach to training leaders are given, and the conclusions and recommendations of the research can be used by executives, management personnel and employees of organizations to improve the efficiency of their activities.

Results of the research: Having considered the education system in the considered company we can identify a number of its positive features, such as the formation of alliances and joint programs with foreign educational institutions, focus on short-term courses, modular programs and the part-time programs, activation of programs and trainings to build leadership skills, active use of innovative forms and methods of managers training. To further improve the training system in the "Position-Broker, Ltd." there is an objective need for a system- integrative approach, which experience in the organization is fragmented and of unreflected character. For practical testing of system- integrative learning, we propose first priority to introduce its in training management personnel of the "Position-Broker, Ltd."

Recommendations:

1. To implement system-integrative coaching as an effective tool for receiving the result as a special process to achieve results. Thanks to the introduction of system-integrative coaching the culture of co-development and continuous growth, the company of satisfied and successful people, contributing to the harmonization and development of society as a whole is formed.
2. To use competence approach in training of management personnel for administration of which must: follow the principles of the competency

training; develop and put into practice the input method of diagnosis, to increase the arsenal of advanced technology business education by practice-interactive teaching methods; bring to teaching not only educator, but to a greater extent and practitioners, successful in business; construct competency model of leader.

3. To develop and implement a system to assess the effectiveness of training programs. Assessment System of training programs allows to evaluate the return on investment of training. Implementation of this activity can help to optimize training budgets.