

SELF-MANAGEMENT IN LIFELONG LEARNING FOR MANAGER

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Nowadays then there are many economic, political, social and technical changes, it is necessary for the manager to be flexible and competitive in labor market. Due to the work of manager, we should say, that the main reason for the manager to become more professional is to receive good salary or have career growth. But sometimes when we talk about new managers, which only received their diploma, it is necessary to understand about problems that they faced every day in their work.

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Manager is the person, who planned, organize, motivate and control all work in the enterprise or organization. This person should know all about planning in the enterprise: what time will be perfect for planning; also know about how to organize main processes and build workable organization system (every person in the enterprise must be on their places, should have specified knowledge, and know that they have authority, responsibility for the work). Motivation of the personnel can be in different form, but the main purpose for good motivation is to make every element of the system work at full capacity. And the main challenge of the good manager is to control the personnel and system work. If something is wrong, manager should make decisions and do some acts to overcome crisis situation.

These four vectors are very important for the manager. If he doesn't understand how to make direct decisions on them it will fail of the company or enterprise. Sure,

all manager that starts to work at the enterprise should have a good education (Master's Degree or Bachelor's Degree), but then a person comes to new enterprise, to new collective it is really hard to have a good start. The education in Universities gives future managers good theoretical knowledge's, practical skills, but they can't teach every manager for every enterprise. The variety of enterprises is very big, some of them produce products, some of them work in a service area, another work in fuel or building area etc. And it is necessary for a manager to apply their theoretical skills in practice and adapt them to their specific enterprise. This is the main problem for many new managers because they are in great stress, don't have specified knowledge's in an area and just don't understand what they can do in such situation. This situation may deteriorate due to the fact that they can be provided to a well-formed team of skilled workers who may not recognize the manager as their leader.

So in such difficult situation, the new manager can use all his resources and overcome such crisis and self-management can help him. First of all, self-management is the part of management. Secondly, "Self-management" we determine as an effective management of own time, activities, training, learning. If the manager could not organize himself, how can he organize the enterprise? Thirdly, it is a part of a concept "lifelong learning". Lifelong learning is the ongoing, voluntary, and self-motivated pursuit of knowledge for either personal or professional reasons. Evolved from the term "life-long learners", created by Leslie Watkins and used by Professor Clint Taylor (CSULA) in 1993 term recognizes that learning is not confined to a classroom or the university but takes place throughout life and in a range of situations [1].

We agree with this concept in the context of Self-management. If the manager wants to become more professional and competitive in labor market over other workers he has to learn every day due to different work situations, and also motivate his personnel to increase their own competence.

Modern managers need to understand that it is necessary to plan their own work or life, organize it, motivate himself to become more professional and control of accomplishing the plan itself. If we talk about professional growth, the manager should answer the question:

do I like this work?

do I have sufficient knowledge and skills?

can I receive new knowledge and practical skills?

how can I build a good team?

where will I be after 5 years?

These questions are general, but not exhaustive. Every person can put to this list some more questions that help to understand the future career. First of all, if the manager doesn't see himself in this company or enterprise in the future, he should change it. This saves the personal time spent by the manager and the time of the enterprise to train a specialist. And work will be done perfectly if a person is pleased with its implementation. This also applies to his employees; every person in the group should be in their position and like to do their work.

Secondly, if the manager came to a new job and don't have some specified knowledge's, he should receive them from different sources. It can be online courses in the Internet, seminars, training, literature etc. If the manager understands it and does this voluntary it will make a sense and a good result. The manager should provide this concept as the main purpose in the teamwork. If every of team members can have the opportunity to improve their professional level the collective and enterprise will work well (receive maximum profit, produce innovation).

In such position than manager thinks not only about himself but about employers too, he can build a good workable team. Manager in the new team should use "ice-breaking" to understand employers needs and desires. This also helps to become friendlier and to overcome the tension in the team. Manager should show that he is also part of the team and

will work for its benefit. If colleagues will see that manager is assembled, timely perform all the tasks, correctly delegates the authority, and organizes the work of the subordinates in a qualitative manner, always responsible for its decisions and actions, then such a manager will be the leader in every team.

The last question shows the desire for career growth in the manager. If the answer will be "I don't know" or "I see myself here in this position" this means that person floating down the stream and will be no inner desire for growth and that there will be no desire in manager work in a company and lead to team grow. Another situation when a person plans his career growth, but after 5 years does not achieve next career stage, there are other questions: have everything really been done to complete the plan? Or maybe a lot of effort was done, but they were not

evaluated by senior management and it is necessary to change the plan or even switch to another job.

Thus, we can say that it is really necessary for new manager or manager with significant work experience pay more attention to self-management and lifelong learning concept, because in rapidly changing economic conditions, when there is a constant change in the internal and external environment of the enterprise, manager must quickly adapt to these changes, gain new knowledge, keep track of new information and constantly improve its professional level. Only under such conditions, the manager will be able to become a professional, ambitious, competitive and succeed in own endeavors.

References:

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