

Naidenov M., The Institute of Reflective Investigation and Specialisation
Kyiv, Ukraine

Management from point of view of the conception of group reflection

Carring out the positive function the experience can become limited, so useless, and sometimes harmful. This mental formation we call as a stereotype.

The essence of reflection is the restoring positive function of experience, the overcoming of the stereotypes and the ensuring the functioning of the reflective mechanism of creativity.

The conception of group reflection reflects a reality of actual or implied dialogue in person's thinking activity.

It is possible both individual and group subject to interpret from the point of view of its' activity in conditions of limited resources. In this case the sense of activity is considered as overcoming the limitation of resources through its' development.

The limitation of resources under the conditions of transitional economics leaves traces on the manager's psychological qualities. He must to compensate insufficiency of resources at a personal level. The result is the manager's unjustified self-confidence which isolates him from the use of world experience as a whole.

The specific reflexive training - practical work for the business and social managers assumes: fixing of an initial level of the manager's reflexivity; using the group forms of active correction of his knowledges; ensuring of its' transition in administrative skills; development and realization of the individual programs of perfecting of manager's abilities.

The theoretical positions of a reflective training take into account cultural differences of the Ukrainians and contain the recommendations for an active penetration of western management technologies in Ukraine.