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### Group-reflective Psychological Project for Effective Investment in the Personnel Qualification Promotion in Ukraine

Intensive qualification promotion of engineering personnel with widely practice of professional achievements exchange are needed in Ukrainian companies, that have financial difficulties and low investment in the personnel learning. Process of the qualification promotion is an obstacle in the way of inner competition and contrasts with some social-psychological post-totalitarian stereotypes. We elaborated a schema of the council-intervention project for complex optimisation of the learning system in the organisation. Firstly, the both direction process of on-criteria-evaluate and criteria-development process are during psychological audit and reflection by the external consulting group. Secondly, an intervention matrix: 'influential level'(2) x 'direction of the diagnosed obstacle overcoming'(4) are built. Influential levels are: individual and institutional. The direction of the diagnosed obstacle overcoming are: personal influence, group- inter-group effects, communicative network and organisation normative sphere. External reflective group and top-managers jointly choice the priority matrix cells and strategy of the intervention resources using (more actual, more sensitive or more significant targets). Then decision about the time configuration of the intervention are made. Group-reflective procedures for 8 cells of the intervention matrix will be present. All this techniques are the inculcation of new behavioural schemas and mental instruments, and providing of participants' deeper values consciousness. Discussion about the project structure, the intervention methods and the results evaluating monitoring are desirable.