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# Psychologické aspekty pôsobenia mladých nadaných manažérov

ZBORNÍK Z MEDZINÁRODNEJ KONFERENCIE

Fakulta sociálnych a ekonomických vied  
Univerzity Komenského v Bratislave  
ÚSTAV APLIKOVANEJ PSYCHOLÓGIE

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ZBORNÍK Z MEDZINÁRODNEJ KONFERENCIE  
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# PERSONALISTICS AS AN EDUCATIONAL METHOD FOR HIGH POTENTIAL MANAGERS' DEVELOPMENT

ANATOLY ARZAMASCEV

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Candidate of Pedagogical Science, Russia

Developing financial and economic crisis in the world has made us doubt the existing paradigm of international relations and money, social, HR and managerial policy.

The new world order is getting more and more conspicuous. It fairly (adequately) responds to the aggressive behaviour of the nature and unfriendly intrusion of man into planetary harmony. A new world order together with a global competent management is required. We need to form a new leverage to bring the humanity to the well-being of society and personality, harmony of man and nature, economy and relations in society.

Management has always been multilevel – global, national, regional, local and organizational.

What kind of people should High Potential managers be in the new society? How can we bring them up as highly responsible professionals in the new environment?

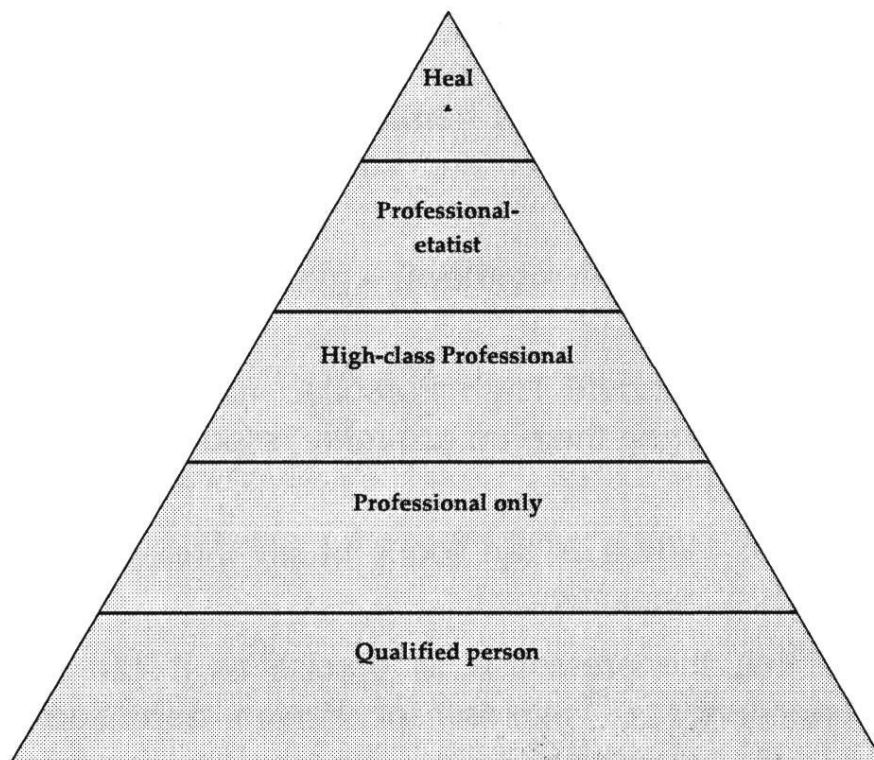
What is new time? Where is the focus of all interests of Person and Society at all levels of management?

It seems to us that the present is as precise as it can be explaining equivalent dependence of interests of Person and Society. And it influences the level of company or firm. The employer is no more satisfied with just a highly professional employee. He needs all-round ready-made personality bringing the highest economic efficiency into business.

We can see an axiomatic regularity – the higher the level of self-development, the more highly moral qualities or corporate and national patriotism show. Thus, personal development, creation of personality is becoming paramount in society. But this development of personality entails well-being of not only the company, but also of society and state, which by nature is a complex managerial regulator methodologically and methodically. The starting point can be a manager working in manufacturing or the company office. Other levels can be equaled considering experience, social capitalization, permanent studying and competence training and permanent personality monitoring main personal traits.

Here we can form the **Law of subject-object correspondence\*** – if the subject's qualities coincide with the object's qualities then other integral parts of the system coincide too. In this cooperation they are socially most efficient.

The higher the subject-object level of conformity, the higher the social economy efficiency is. That is personalized society tends to be most efficient.



*Figure 1: High potential should be a high-class professional, physically healthy, socially well*

Naturally, High Potentials of new times are to fully correspond to it.

What technologies of achievement and development High Potentials do we need? What kind of manager do society, economy and politics need?

He should be a high-class professional, physically healthy, socially well.

The turning point here is professionalism. The high-class professional develops going up the „profceпочka”\*(„professional ladder”): grounded choice of profession – training – employment in the chosen field „profclearing”\*(professional conformity) – permanent professional growth.

For the persons development the first step is identification of ALL major talents and personal traits. This process is called personification\*.

Personification\*: psyho-professional test, physiological, genetic, social-psychological test. The process of implementation of all these personal talents is personalization\*.

Personalization\*: the process of personal development, social capitalisation, development, a physical, healthy way of life, moral formation, social understanding; process of changing resource in the highest income.

Personal education – Personaeducation\*: education, based on all personal quantities and skills, connected with exact personal goal. This education can be organized by personal couch and it uses personal educational planes and methods.

Structure of personalization – to active this goal we should have special adequate structures:

Center of personalization\*,

The Institutes of consultants\*,

The educational personaeducation establishments.

Departments of personalization\* as a next step of HR-department development.

Applied technologies of introduction and organization of personalization processes we call personalistics\*.

The main difference of Personalistics is equal well-being of person and society. The society creates steady social installations for well-being of the person, who is effective social-economical category for the society and resource of development and well-being of environment.

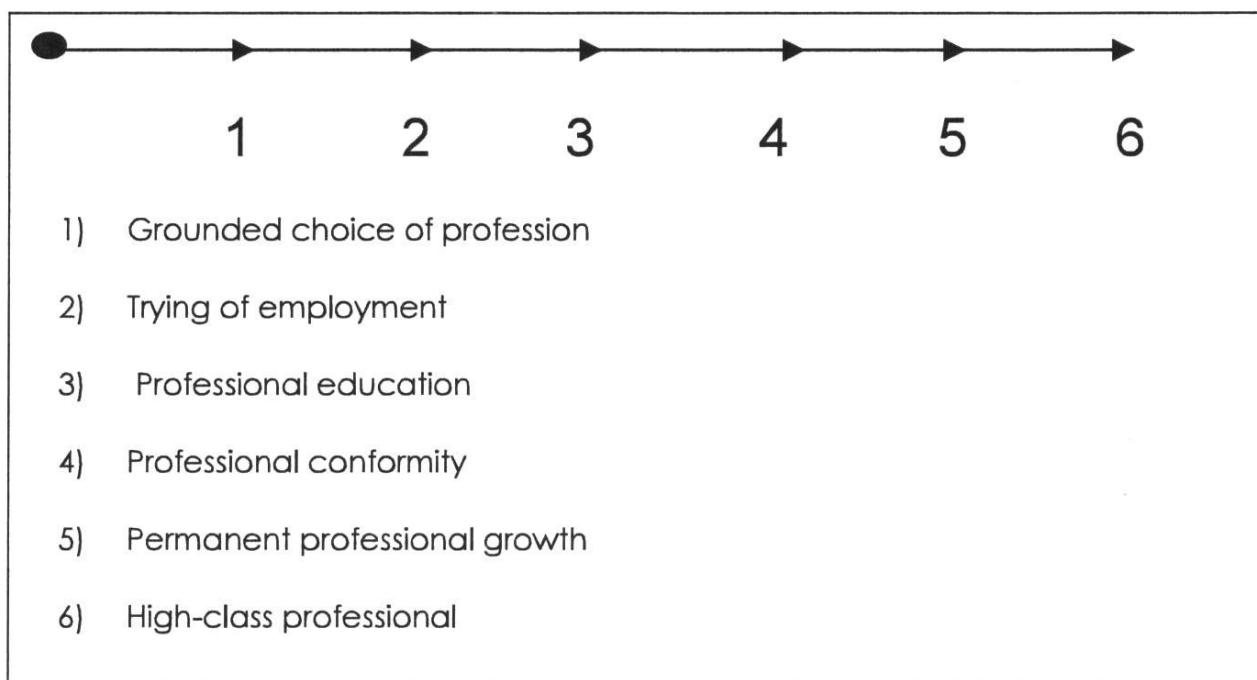


Figure 2: „Profceepochka“\*(professional ladder)

We seeing that personalistics – one of the most effective method of development High Potentials. These technologies based on person-triadas\*:

to the reason-investigation system – from „profceepochka“\* (professional ladder) to „personceepochka“\*(personal ladder):

- personification – personaeducation – personal conformity,
- professional orientation – professional education – „profclearing“ (professional conformity),
- the professional conformity – the physical conformity – social conformity,
- a person – an effective Top-manager (employer) – happy society.

We can think that personalistics technologies of High Potential development can give these social-economy effects:



The highest level of professionalism is achieved,  
Right decision making and innovation-creative method of solving problem  
are created,  
Labour productivity triples or even becomes explosive,  
Duration of both physical and professional life increases,  
Traumatism and temporary disability decreases,  
The income of the company and staff increase,  
Interpersonal relations, including family relations, improve,  
Corporate atmosphere and psychological situation within the company  
gets better,  
Overall desire for professional- and self-realization increases,  
Responsibility for results of work and attitude to the personnel becomes high,  
The effect of «mutual effect» is that both society and personality win,  
Development of high morality – social capitalization,  
Physical and psychological health improves,  
Rational activity during workday is achieved,  
Staff turnover is decreased,  
Working discipline improves,  
Working and living conditions improve,  
Fewer criminal problems.

As seen, these personalistics technologies and methodic are universal and  
can be applied as practice methods to show new talents and High  
Potentials, to bring up High-class professionals, self-development. It also  
can be applied as a base to bring up High Potentials, because the mission  
of personalistics is to show all important skills and talents of person and  
realization this quantities for well-been of a person and society.

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