

**MAIN SKILLS FOR THE MODERN MANAGER**

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**Abstract:** The article describes the main skills required by all managers in the modern world. The success of any organization depends on appropriate management skills.

**Keywords:** management, skills, objectives, work environment, competence.

In today's rapidly changing world, managerial skills are essential for the success of any organization. Organization managers are needed to plan, organize, direct and control the organization's activities to ensure that the organization has set goals.

According to the definition of management, a manager is obliged to perform managerial functions, to achieve the goals of the organization he represents. However, the modern work environment creates many challenges that managers must be prepared for in order to succeed. Therefore, modern managers must have useful skills.

The role of a modern manager has become more complicated because he has to cope with an ever-changing work environment. Modern managers have to deal with the complexity and speed of changes in the company. Previous generations of managers did not have to deal with the speed and regularity of these changes that modern managers have to deal with [4].

That is why modern managers should have the skills to constantly monitor the performance of employees in order to identify possible changes and take

appropriate decisions and measures. It is important for managers to monitor the performance of employees, because it determines the results of the organization. More importantly, without these results, the organization will waste time and money [3].

Management skills are especially important to ensure that employees are regularly evaluated to help them achieve realistic goals and thus achieve the goals of the organization. Modern managers should be able to monitor employee performance using clear policies and procedures.

All policies and procedures should be based on job planning and setting expectations to be met, regular performance monitoring, strengthening performance capabilities, irregular performance evaluation based on a resume, and the provision of rewards in recognition of good work. To cope with the speed of changes in the company, managers need to ensure that they regularly hold meetings with employees, but not only when problems arise [2].

To be successful, modern managers must have basic skills of non-material motivation of their employees.

Thanks to motivation, employees will feel that they are able to achieve high results and be the best in the organization [1]. Thus, an aggressive workforce will ensure the achievement of the organization's goals.

To achieve this goal, managers need to understand the complex interaction of internal and external factors, provide a comfortable working environment that meets the specific needs of employees, since these factors determine their behavior. In addition, it is important to note that the best way to motivate employees is to set an example.

Currently, a manager with employee motivation skills can play a crucial role in the success of an organization.

In any organization, managers must have sufficient communication skills. Verbal and nonverbal communication skills are essential for effective leadership.

Cultural diversity in the workplace requires all managers to master new communication skills and interact with employees. Effective intercultural communication leads to satisfactory interpersonal relations between the manager and his subordinates, strengthens friendly relations in the team and improves understanding of people in the workplace [1].

If managers are unable to communicate effectively with their subordinates, this will lead to disagreements. In addition, improper communication can lead to the fact that the efficiency of employees' activities and business productivity will be missed.

Effective communication skills of a manager can stimulate personal development, since employees usually respond well to an environment that takes care of their physical and psychological condition.

If employees turn to the manager for advice, support or feedback, the manager should pay attention to the employee's problems. This ensures that the manager will take care of the employee's needs and the employee will treat the manager with respect.

Modern managers are required to have sufficient decision-making skills, because by making the right decisions, an organization can easily achieve its goals. The manager must have the ability to make logical and systematic decisions. The manager must carefully assess the consequences of the decisions made. In addition, problem solving methods are considered one of the fundamental skills of managerial decision-making, since for a successful analysis of a specific situation it is necessary to get some result and determine the pros and cons of the action plan to be followed [3].

The manager must think quickly and be able to make the right decisions without panic. Even if the decisions made are wrong, the manager must be ready to make the wrong decisions and find suitable ways to manage them.

Another important managerial skill of modern managers is the ability to conduct and assess risks [4]. It should be noted that continuous risk assessment is very important to ensure that an organization maintains a business advantage.

It is obvious that a modern manager must have the necessary skills in order to successfully manage the activities of the organization. The skills of constant monitoring of employee performance are extremely necessary, as they ensure that employees achieve the goals of the organization. Employee motivation skills are equally important because they encourage employees to achieve the goals of the organization without having to put excessive pressure on them.

Further, effective communication skills lead to satisfactory interpersonal relationships in the workplace, which inevitably increases the productivity of the organization. In addition, since problems arise in the workplace every day, having decision-making skills can be useful for the success of an organization. Finally, the skills of conducting and assessing research risks are important because they ensure that an organization can successfully compete in the market.

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