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## **CAREER SECRETS THAT NO ONE WILL SHARE**

A career is a conscious way in which there are no random responses to the vacancy and no quickly decisions. A conscious career is the planning of each step in your professional development, knowledge of the needs of the labor market and the existing options for self-education to meet these needs. A conscious career is work: regular and continuous.

A career is also worth planning to be the best - an expert in the field and an important link within the company.

In order to move up in organizations, you have to be known for your leadership skills, and this would apply to both women and men. It means that you have to be recognized for using your strength to achieve and sustain extraordinary outcomes while leveraging the strength of others. In other words, it means you must use your skills and talents and abilities to help the organization achieve its strategic financial goals and do that by working effectively with others inside and outside organization.

When looking for and identifying employees with high potential who are able to reach the top of organizations, the skills and competencies are rated twice as high as those in the other two elements of leadership. These skills and competencies can be summarized as business, strategic, and financial acumen. In other words, this skill set has to do with understanding where the organization is going, what its strategy is, what financial targets it sets, and understanding your role in moving the organization forward.

Five years ago, coach Susan Colantuono was asked to moderate a panel of executives, and the topic for the evening was "What do you look for in high-potential employees?" They said, "We look for people who are smart and hardworking and committed and trustworthy and resilient." So which element of leadership does that

relate to? Personal greatness. They said, "We look for employees who are great with our customers, who empower their teams, who negotiate effectively, who are able to manage conflict well, and are overall great communicators." Which element of leadership does that equate to? Engaging the greatness in others. And then they pretty much stopped. So he asked, "Well, what about people who understand your business, where it's going, and their role in taking it there? And what about people who are able to scan the external environment, identify risks and opportunities, make strategy or make strategic recommendations? And what about people who are able to look at the financials of your business, understand the story that the financials tell, and either take appropriate action or make appropriate recommendations?"

And to which the answer was: "That's a given."

When organizations direct people toward resources that focus on the conventional advice that we've been hearing for all our life, there's a remarkable absence of advice that relates to business, strategic and financial acumen. Much of the advice is emphasizing personal actions that we need to take, like become more self-assertive, become more confident, develop your personal brand and advice about working with other people, things like learn to self-promote, get a mentor, enhance your network, and virtually nothing is said about the importance of business, strategic and financial acumen. This doesn't mean that this advice is unimportant. What it means is that this is advice that's absolutely essential for breaking through from career start to middle management, but it's not the advice that gets persons to break through from the middle.

The state is also not indifferent to the fate of its citizens, since the degree of their satisfaction with the growth and advancement in work affects the decrease or increase in social tension in society, and the professional potential of each - on the dynamism and quality of reforms in general, especially the development of management personnel.

In 2015, the School of Mayors project was launched. For three months, 13 teams from different cities of Ukraine - Sumy, Poltava, Boyarka, Energodar, Chernivtsi, Cherkassy, Nikolaev, Borodyanka, Krivoy Rog, Chernigov, Belaya Tserkov and Zhitomir - have been intensively trained at the Kiev-Mohyla Academy.

"The implementation of the School of Mayors project is very important for the MIM-Kiev business school, and not only because this project is socially significant. Now, when the country is undergoing a global reform of power, municipal governance requires increased attention, since it is a possible point of further growth. And we are ready to share all our experience and knowledge in order to raise a new generation of municipal managers. As a result of this training, we expect that the graduates of the School of Mayors will come to the management of cities according to European standards, using modern innovative approaches. MIM-Kiev has a successful experience in training government officials, and we are confident that the School of Mayors will become a new effective project and will be the embodiment of the

motto of the MIM-Kiev alumni community “We are building Ukraine,” says Irina Tikhomirova, President of MIM-Kiev, on the launch of the program.

Career occupies a main place in the structure of the needs of a modern person, thereby influencing his satisfaction with work and life in general. A successful career provides a person with material well-being, satisfaction of his highest psychological needs, such as the need for self-realization, respect and self-respect, success and power, the need to develop and expand the space of fate.