

Competency Challenges for Managers in Modern Times

Aleksandra Berkowicz

Jagiellonian University/ Institute of Public Affairs

Abstract

On the one hand, modern times are characterized by volatility, uncertainty, complexity, and ambiguity (VUCA). On the other hand, various ideas are implemented: sustainable development, Corporate Social Responsibility, Personal Social Responsibility, Diversity and Inclusion. One of the entities significantly influencing the socio-economic life are organizations - public, private and social. The way an organization works depends on management, which can transfer certain ideas to practice, and good management allows the organization to adapt to changes. Present and future challenges require a new management philosophy and appropriate competences. Competences include skills and personality traits. The question that should be asked is: what competencies should modern managers have? What role do they play today? Do managers shape organizational or non-organizational reality? The aim of this article is to identify and describe the key competences necessary to meet the needs of the modern world and its development.

Keywords: competency, challenge, management, manager, organizations