

To cite this paper:

Andreev M., Rustamov D. (2023) Tools for production managers' training and development. *Human Progress*. 9 (2): 17. URL: http://progress-human.com/images/2023/Tom9_2/Andreev.pdf. DOI 10.34709/IM.192.17. EDN CBVAAR.

TOOLS FOR PRODUCTION MANAGERS' TRAINING AND DEVELOPMENT

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Abstract. The purpose of this article is to study the tools for production managers' training and development. Methods: search and sources analysis, systematization. Results: the results of the study provide tools and methods that allow to develop the production manager, as well as to production department efficiency increase. Based on the study, such tools as Astral.EDO, F.Doc paperless office on the Faktura.ru platform, and the KPI scorecard were proposed. Conclusions: incentives for managers are not only monetary (payments and bonuses). The opportunity for career growth makes any specialist work more efficiently. The motivating factor has a double effect – the manager will receive not only a salary increase, but also an incentive to reach new heights, which will affect the company's profits. Privileges and bonuses will be seen as nice additions that can increase motivation for effective work. Thanks to coaching technology, it is possible to identify the employee's potential in order to increase the effectiveness. Coaching refers to counseling, which is carried out through the conversations, questions, and the tasks formation techniques. Coaching should include game tasks, which will allow to liberate the manager's mind and get rid of stereotypical beliefs. This training will increase his/her productivity.

Keywords: production manager; production; incentive; motivation; skills.

JEL codes: M12; M53; J24.

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