

A new National Anti-Corruption Plan must be prepared and implemented.

Adopting and implementing the law on the independence of state radio and television will be an important contribution to ensuring respect for the freedom of the media and freedom of expression, another Action Plan priority. EU and Ukraine will have to improve their political dialogue, with stronger cooperation on crisis management and alignment of Ukraine with EU positions on regional and international issues. The fields of disarmament and non-proliferation are also areas where the EU and Ukraine can deepen their relationship. Both partners must aim at the successful resolution of the Transnistrian conflict.

As for the WTO accession Ukraine must adopt the remaining legislation in Verkhovna Rada and conclude bilateral negotiations.

The year 2009 should see the conclusion of negotiations on readmission and visa facilitation with a view to their simultaneous implementation. Ukraine Action Plan on Free Movement of Goods, agreed on 19 December 2005, should be put into effect with the aim of negotiating an Agreement on Conformity Assessment and Acceptance of Industrial Products.

Conclusion. This scenario is within its reach. Its fulfilment depends on the political will. The European Union has rarely been in the position to do more for a neighbouring country as well as for itself than by inviting Ukraine to become a member.

References

1. <http://mignews.com.ua/en/articles/299230.html> – website “Ukraine in the market of the European Union – Razumkov Centre”
2. <http://www.nrcu.gov.ua/index.php?id=148&listid=1412>
3. http://en.wikipedia.org/wiki/European_Union – website “Wikipedia”

SUHOVETSKAYA M.V. st. gr. MEA-06
 Scientific adviser: Gorbylyova E.V., associate professor
 Donetsk national technical university,
 Donetsk

TRAITS OF TOP-MANAGERS AND DEVELOPMENT OF CORPORATE CULTURE IN COMPANY

A question is considered about development of corporate culture in companies and also main traits top-managers.

Actuality. The project manager is an important IT team member and corporate culture is basic, it's described as the personality of an organization or simply as "how things are done around here."

Research purpose. Analysis of what is corporate culture and top five characteristics that make a great project manager.

Basic part. What is corporate culture? Basically, it's described as the personality of an organization or simply as "how things are done around here." It guides how employees think, act, and feel. Corporate culture is a broad term used to define the unique personality or character of a particular company or organization, and includes such elements as core values and beliefs, corporate ethics, and rules of behavior. Corporate culture can be expressed in the company's mission statement and other communications, in the architectural style or interior decor of offices, by what people wear to work, by how people address each other, and in the titles given to various employees.

Corporate culture isn't something you can define. It's intangible: a state of mind, a feeling, a collective consciousness that's infused in a business and its employees. If you ask

20 CEOs to define their corporate cultures, you'll get 20 different responses.

The important thing isn't which adjectives you choose to describe your culture; it's taking the steps to cultivate it. Your employees are your greatest assets, and when your business experiences a growth surge, you need a united front of employees that supports your company's efforts in mind, body and spirit.

Too many businesses lose sight of the importance of a coherent company culture, or they have limited knowledge about how to develop it. These companies concentrate on the business disciplines that are directly connected to their profit margins and neglect the emotional health of their team when, in fact, the two are closely related.

If you neglect your culture, you may begin to notice some of these warning signs in your employees' behavior. You may hear less laughter in the office or notice that people seem unfocused. Employees may begin working shorter days, taking longer lunches or even asking for more compensation. When employees request additional compensation, it usually means that they're reevaluating their contributions to your company's goals or mission.

Promote Culture

CEOs need to present a clearly defined company vision as well as a steady and sustainable work ethic for the company to follow. During a period of rapid growth, CEOs need to assess what they're doing to promote their culture and consider some of the following tips for maintaining it.

- At least two days a week, walk through the office and chat with people.
- Offer training to your leadership team and provide them with the tools they need to be effective managers.
- Set a sustainable work pace and watch those who tend to work excessive hours. A well-balanced workweek will significantly reduce sick days and burnout.
- Managers must consciously foster the development of the CEO's vision and should take the following steps to increase productivity and promote culture in the workplace:
- Make sure employees have clearly defined goals and understand their professional growth path in the company.
- Develop open and trusting relationships with your employees.
- Interact regularly with employees, and offer praise or clear suggestions for improvement.
- Evaluate employees by their achievement of measurable goals, not by the hours they spend in the office.

A company's culture affects you in different ways. For instance:
 the hours you work per day, per week, including options such as flextime and telecommuting,
 the work environment,
 the dress code,
 the training and skills development you receive.

Culture Shock?

If you've got culture issues, there's no quick fix. Some companies organize after-work socials in an attempt to bolster their waning culture, but social functions often become obligations that consume employees' valuable personal time. To show your employees that they are a worthwhile investment in the overall success of the company, organize a social during work hours.

The project manager is an important IT team member. This individual often makes the difference between project success and failure. Whether you're hiring a project manager internally or looking to a consulting firm to provide one as part of an outsourcing arrangement, make sure that you've got the right person for the job. What characteristics should you look for? What makes one project manager great and another just okay? Is it their endless energy? Their willingness to work long hours? The knack for knowing the right thing to say to an overworked team or demanding client? The answer: Yes!

According to Frank Toney, author of *The Superior Project Manager: Global Competency Standards and Best Practices*, project managers are recognized by stakeholders as the single most important factor in project goal achievement.

Here are the top five characteristics that make a great project manager.

1. **Interpersonal skills.** The ability to manage people is vital. Project managers will ultimately be responsible for coordinating the efforts of the technical staff assigned to the project. It's crucial that they have the interpersonal and leadership skills to direct team members and keep them motivated and on track. They also need to be able to smoothly navigate through the tricky politics within and between the participating organizations.

2. **Organizational skills.** This key characteristic of great project managers is absolutely critical to keep projects on schedule and budget. The ability to assign resources, prioritize tasks, and keep tabs on the budget will ensure quality and impact the project's success.

3. **Communication skills.** The project manager is the main communication link between the business managers and technical team. His or her ability to clearly communicate with members of both groups is essential. He or she must be able to clearly communicate project objectives, challenges or problems, scope changes, and regular project status reports.

In offshore outsourcing, communication skills become even more critical. Project managers must not only communicate with team members that may be on the other side of the world, they must do so in a way that makes the global nature of the project invisible to the client. It's an added challenge to try to effectively communicate between on-site and offshore staff. But an experienced offshore outsourcing project manager can do this with ease. In addition to global distance between personnel, he or she also needs to be aware of and address cultural differences.

4. **Problem-solving skills.** In every project, it's unexpected problems or challenges that drive everyone crazy. The project manager must be able to effectively handle these situations and mitigate risk so they don't get out of control.

Professional training. Look for project managers that have PMI's Project Management Professional (PMP®) training, the project management profession's most respected and globally recognized certification credential. To obtain PMP certification, an individual must satisfy education and experience requirements, agree and adhere to a Code of Professional Conduct, and pass the PMP Certification Examination.

"There are many customers who insist that all project managers working on their projects be PMI-certified or that they receive certification in six month's time," says Dilipkumar Vyas, Syntel's principal consultant.

Is it really necessary to get a PMI-certified project manager? Why not just hire one with years of experience? According to Vyas, PMI training does make a real difference. "Some senior project managers may have known and practiced project management for a number of years," he says. "PMI training gives them added confidence. The formal training helps develop their soft skills in project management. It widens their mental horizons by providing them with a larger picture." He believes this result in a superior ability to manage projects.

It takes a special person to be able to bring all these characteristics together. But taking the time to thoroughly interview and check references to ensure you find someone with the above skills is important. Making sure your project manager has these skills will increase the chances of success on your next project.

Conclusion. Make developing corporate culture one of the top five priorities for your business. Build your culture on clear vision, attainable goals, and a genuine concern for your employees' professional growth, an appreciation of their contributions to your success and companywide rewards for successful performance.

References

1. www.allbusiness.com – web-site: «All business A D&B Company».
2. www.seniormag.com – web-site: «Senior Magazine Online».
3. www.syntelinc.com – web-site: «Syntel, Consider It Done».
4. www.quintcareers.com – web-site: «Quintessential Careers ».

ТИМОХИН А.П., ст. гр. МРПМ-04

Науч. руков.: Гомаль И.И., к.т.н., проф.

Донецкий национальный технический университет,

г. Донецк

НЕКОТОРЫЕ АСПЕКТЫ РЕАЛИЗАЦИИ ПРОГРАММ ЭНЕРГОСБЕРЕЖЕНИЯ НА УГОЛЬНЫХ ШАХТАХ

Рассмотрены варианты реализации проектов совместного осуществления, предложены необходимые мероприятия для реализации энергосберегающих мероприятий, рассмотрены требования к описанию проектов совместного осуществления.

Актуальность. В условиях постоянного ценового пресса со стороны поставщиков энергоресурсов, зависимые от поставок страны должны перестраивать энергетическую стратегию в пользу возобновляемых источников энергии. Это в первую очередь необходимо для обеспечения энергетической независимости, повышения конкурентной способности товаров и экономического роста. Для выполнения мероприятий по энергосбережению энергоносителей в государственном бюджете Украины на 2009 год предусмотрено 37 млрд. грн. [1]. Угольная отрасль является одной из перспективных и стратегически важных для энергосберегающих мероприятий.

Цель исследования: анализ опыта реализации проектов совместного осуществления, рассмотрение вариантов энергосбережения на угольных шахтах.

Основная часть. Угольные шахты имеют множество вариантов реализации проектов энергосбережения, которые открывают новые возможности для повышения энергоэффективности и рационального использования шахтного метана (таблица 1).

Таблица 1 – Виды проектов энергосбережения на угольном предприятии

