

The content of my thesis work involves informing readers of the difficult demands placed upon managers and leaders. In this thesis work I attempted to chart the skills, personal traits and abilities in which a successful manager should be abundant.

In the course of studying and writing this work I realized that it isn't simply reliant upon the manager himself. It is necessary to additionally consider the organization and associated specific aspects, not only from the applicable industry perspective, but also from the perspective of the development phase, management style, corporate culture, etc. From these factors arise different demands on managers.

Many experts continue to search for the universal prototype of the ideal manager and leader. They believe that the true path leads through certain character and personality elements. Despite the efforts of theoretical research, I think experience successfully shows that this ideal does not exist. Successful and effective managers and leaders are as varied as people can be nevertheless they have some common traits.

On the basis of well-studied literature, I arrived upon a concise definition for an effective manager, which is of course, far from being universal. This kind of manager is equally oriented around results and people, is seriously motivated and able to motivate fellow colleagues, is trustworthy, has a positive attitude, is internally structured with excellent organizational capabilities, is adaptable, communicative and able to surround himself with capable people. Emotional intelligence, selfconfidence and self-criticism are also integral parts of his personality profile.

My goal was also to focus on the characteristics of a leader. And how could the conclusion sound brief? A proper leader must be considered as "one of us", as "the largest one of us", and above all else, "the best one of us".