

ABSTRAKT

Masters thesis based on extensive research on different forms of supervision organizations in seven organizations providing social services to prevent, try to define this type of supervision and generalize some of his characters. Data on supervision in the organization was obtained by questionnaire survey and interviews with managers of the organization. As part of the research was further investigated by questionnaire survey of participating organizations, culture and searched for possible relationship between the implementation the supervision organization and levels of organizational culture. Empirical and theoretical part of this thesis is directed to the final discussion on supervision in the organization as an instrument of management development and change in organizations.

KEY WORDS

supervision organizations, culture of organization, reflection organization culture, development and chase management, strategic management, project management, coaching, tools in phases changes