

Abstract

A managerial role place great challenges on the individual from the perspective of self-management, primarily considering the challenges of that role and individual needs and values. This dissertation discusses the potential for maintaining well-being when performing in a managerial role in a supra-national corporation. The focus is primarily on the idea of flourishing (thriving) defined by the American psychologist Martin Seligman. Flourish fundamentally includes subjective, hedonic elements (experiences of joy), as well as, eudaemonic quality built on the individual but for the wider community. Flourishing is closely linked to the self-concept of the individual; its content is subjective in character. Employment in a supra-national environment includes characteristics which may reduce the quality of this for an individual. This, mainly, involves constant adapting to change, working in a turbulent environment, collaborations encountering cultural differences (national and organisational), working in a matrix structure and/or frequent emphases on hedonism or consumerism.

The research is predominantly qualitative in character; mapping pivotal topics which, in the future, will require a more empirical approach. This research focuses on a deeper understanding of functional areas and strategies which help the individual, in the management role, maintain and cultivate a feeling of well-being. These findings may contribute in the education and development of these individuals, and inspire professionals who support this population (human resources, coaches, mentors, psychologists and soft skills trainers).