

ABSTRACT

The diploma thesis deals with the topic of the professional past of managers in social services and its influence on the performance of managerial profession. In my thesis I'm dealing with those workers who are currently working in managerial positions and previously worked as social workers. I am interested about how their professional past influenced the performance of their managerial function and how these managers get new managerial competencies. In the theoretical part, I mainly deal with the competencies of social workers, the competencies of managers and then I compare them. I also deal with the acquisition of managerial competencies. In the practical part, I describe the methodology of research surveys and present the results I have reached. The main method is a qualitative research survey using a semi-structured interview. A supplementary method is a quantitative research survey using a questionnaire. In the discussion, I compare these results with available resources. Finally, I reflect the fulfillment of the goals of my thesis and make recommendations.