

Long-term strategy of organization development (LSOD)

## **THE DEVELOPMENT OF SOCIAL COMPETENCES OF A SOLDIER – LEADER**

### **THE SUBJECT MATTER OF THE RESEARCH ACTIVITY**

The subject matter of research of the long-term intention of the development of the organization are key social competences of military professionals of the Army of the Czech Republic which are essential to effective leadership of subordinate soldiers in conditions of present-day military practice.

#### **The chief aim**

The chief aim of the long-term intention is to identify and validate instruments for observation and development of social competences of a soldier to lead people and establish a special development centre primarily aimed at systematic research of personality potential of future commanders of the Army of the Czech Republic for the role of a commander-leader and for development of this potential.

#### **Partial aims**

To suggest and define key competences aimed at successful leadership of people in the Army of the Czech Republic. To determine relevant dimensions and measurable indicators of separate competences.

To suggest and verify implements for measurement of chosen characteristics, skills and abilities by means of which an individual fulfils defined key competences. To choose and describe real situations from training and everyday life of forces and to set up model situations in experimental environment for measurement of single competences. To build up a special laboratory with usage of standardized diagnostic SW.

To verify skills acquired in the course of solving model situations during the training.

To measure characteristics, skills and abilities included in key social competences of both future and present-day commanders of the Army of the Czech Republic. To process and analyze data which were found out. To identify chief problems and deficiencies in key competences and to suggest process for their removing.

To create competent models for leadership of people in the area of soft skills for chosen leadership positions (team, platoon, company) and methodology of key competences.

#### **Suggested results**

1 specialized book, 8 articles in anthologies from conferences included in acknowledged international databases, 2 articles with an impact, 8 articles in the database ERIH, 14 articles in magazines registered in the database of acknowledged magazines in the Czech Republic, organizing of 4 workshops and of the conference with the topic of LSOD.