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MANAGERIAL ERRORS IN THE MANAGEMENT PROCESS

Ошибки менеджеров в процессе управления

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It's easy to understand why managers make significant mistakes in their daily management of the people they employ. Many managers lack fundamental training in managing people, which is usually manifested in their inability to practice the significant soft skills necessary to lead. But, even more importantly, many managers lack the values, sensitivity, and awareness needed to interact effectively all day long with people. The best managers fundamentally value and appreciate people.

1. Micromanaging.

Leaders who dominate people, decisions, and processes, lead by fear, and lack vision make this the No.1 mistake. Micromanaging ultimately derails your team's motivation and creativity.

2. Fail to get to know employees as people.

Developing a relationship with reporting employees is a key factor in managing. When manager knows where the employee is going on vacation or that his kids play soccer, he is taking a healthy interest in his employees' lives.

3. Fail to provide clear direction.

Managers fail to create standards and give people clear expectations, so they know what they are supposed to do, and wonder why they fail. If you make every task a priority, people will soon believe that there are no priorities. More im-

portantly, they will never feel as if they have accomplished a complete task or goal.

Make decisions and then ask people for their input as if their feedback mattered.

Manager can fools some of the people. But best employees soon get the nature of manager's game and drop out. Good luck getting those employees to engage again. Along the same lines, create hierarchical permission steps and other roadblocks that teach people quickly that their ideas are subject to veto and wonder why no one has any suggestions for improvement.

Trying to be friends with employees who report to you.

Manager can develop warm and supportive relationships with employees who report to him or she. But, manager will have difficulty separating the reporting relationship in a friendship. Friends gossip, go out together and complain about work and the boss. There is no room for their manager in these kinds of relationships.

6. Not listening.

It is not the inability to listen but the inability to 'hear' what team members are saying to manages. The lack of active and respectful listening, and two-way communication – sending without receiving – is a clear shortcoming for many. entrepreneurs should have this type of "authentic listening" witch may be the most underutilized and underdeveloped leadership skill.

7. Not advocating for the team.

New managers may focus so much on their team they forget to “manage up,” or use their influence to advocate for their team with those further up the management chain.

8. Emotional managing.

As team leader, a manager needs to remain calm even when everything seems to be falling around about them. Teams look to managers for support and guidance, and managerial emotional responses determine the team's emotional state.

9. Focusing on the negative.

Managers don't like people being late to meetings, missed deadlines, someone making an off-handed remark in a meeting, etc. – because it goes against what they expect, or would like, to happen. That means that managers are generally more aware of the negative than the positive.

The main reasons of managerial mistakes are excessive worry about employees and distrust of them. Managers should let employees do their work and just direct actions, motivate stuff and always help them. Manager can be employees' friend but it should be sincere desire.

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THE ROLE OF DUAL-CHANNEL SYSTEM

Роль системы двойного коридора

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Customs declaration in the non-trade turnover of goods is carried out uniformly when moving across the customs border throughout the world.

The dual-channel or red/green system is a simplified Customs control which enables Customs authorities to improve the flow of passenger traffic through the border; to deal efficiently with the increasing number of passengers without reducing the effectiveness of the control and without a corresponding increase in the number of Customs staff. It is compatible with the application of other controls unless the circumstances require full control of all passengers and their baggage.

When you arrive at the checkpoint, you are required to declare fully and correctly all dutiable, controlled or prohibited items that you are carrying at the Red Channel. All such goods and their import license or authorization where applicable, should be produced to the customs officers at the entry point for examination. Making a false or an incorrect declaration is an offence under the law. Customs declaration form is available at all entry points.