

Approaches to coping in a crisis situation

Ansätze zur Bewältigung einer Krisensituation

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Abstract — While we are witnessing worldwide pole changes accompanying the times in which we live, we are beginning to feel their consequences on us too. In Europe, there are signs of cascading problems that have long been neglected, but that have not gone away and threaten to do serious damage to the weakened European economy. In this study, I have examined several examples of vivid changes that have helped the reorganization of enterprises during their structural crises. Since it is unthinkable to blindly imitate actions that are taken out of the context of the time in which they developed, this sharpens the need for critical analysis. Right here, I think, crystallizes the need for the engineering view, which can correctly assess the economic possibilities of profit - through innovation and structural changes.

Zusammenfassung — Während wir die Zeit, in der wir leben, von weltweiten Polwechseln begleiten, beginnen wir auch deren Folgen für uns zu spüren. In Europa gibt es Anzeichen für Probleme, die lange vernachlässigt wurden, aber nicht verschwunden sind und der geschwächten europäischen Wirtschaft ernsthaften Schaden zuzufügen drohen. In dieser Studie habe ich mehrere anschauliche Beispiele untersucht, die bei der Reorganisation von Unternehmen während ihrer strukturellen Krisen geholfen haben. Da es undenkbar ist, Handlungen blind nachzuahmen, die aus dem Kontext ihrer Entstehungszeit gerissen sind, schärft dies die Notwendigkeit einer kritischen Analyse. Genau hier, denke ich, kristallisiert sich die Notwendigkeit für den Ingenieurblick heraus, der die wirtschaftlichen Gewinnmöglichkeiten richtig einschätzen kann - durch Innovation und Strukturwandel.

I. MOVING THROUGH THE NEW WORLD

The whole work in organizations these days is done by Teams. Organizational problems have many dimensions, some of which include the fact that not all employees work together at the same time.

They need to share resources, work files, revise different issues and communicate effectively. If we focus on the structure of interpersonal relationships in an organization we can say that we notice a wide variety of personal attitudes. This variety of cultural and educational differences can lead to the generation of more ideas, but it also leads to the creation of more organizational problems.

For all spheres of business, the primary goal is profit. However, the main responsibility for the preparation of future employees remains on the shoulders of schools, universities and educational centers. Organizations always need their leaders to guide them through processes of evaluating opportunities and taking the right actions.

It is becoming increasingly difficult for ordinary companies to keep up with the pace set by the leaders in their fields. This does not mean that all leaders always manage to justify the means spent to achieve innovation, but when they have a huge resource, it can soften the consequences for the company. The lack of a basis for good communication between institutions, educational structures and businesses is noticeable. Undoubtedly, this trend needs to be modeled by supporting developments, co-financing, meetings, open communication, encouraging graduates to work on their completed majors. Business is no longer the first to innovate by spend money on research and development. The fact that over the past few decades, interstate relations and loose financial policies have ensured easy access to cheap raw materials and labor.

This in turn has led to some bad practices and abuses resulting in regular global financial crises. China's leadership in manufacturing has translated into the prosperity of their society and even led to the creation of a middle class in the eastern country. On the other hand, America manages to extract the greatest professionals from all over the world through good remuneration for their work. Russia turned out to be an unreliable partner for Europe. Our small continental Europe is shaken not only by the refugee and food crisis after the war between Russia and Ukraine, but it is also dealing with the consequences of the corona crisis. Subtly, geopolitical shifts began to dictate countries' macroeconomic indicators. Some of the leading countries were able to push new policies for their future development, such as: The United States announced that it would start bringing back the exported productions back to its territory. The Chinese Communist Party imposed even tighter controls on its wealthiest entrepreneurs and imposed social responsibilities on them. The Great Britain took its own path and left the European Union, emphasizing its future close cooperation with the countries of the Anglo- Saxon community. Not long ago, Vladimir Putin talked about a new alternative center east of Europe, and he also requested a new financial system that would serve as the basis for building the alternative Eurasian center. The European Union is consolidating around the decision to break its energy dependence on Russia. The created situation will undoubtedly lead to displacements and rearrangements of the world we live in. While the development of some branches use government subsidies, other representatives of small and medium- sized businesses must deal with this uncertain situation of crises and ever- increasing price inflation alone.

Organizations of this type will also have to deal with the fact that modern Western society is aging, indebted and losing purchasing power. Planning for ultimate goals and developing an action plan are an inevitable part of the work model. Restoring trust in continuity between different institutions along with scientific and cultural exchange should not suffer the negatives of state and economic disparities.

II. DECISION PROCESS

The decision-making processes are of critical importance for the advancement of the new strategies where a clearer promotion of responsibility will be sought. This may even include states in their capacity as organizations. Accountability is closely related to the need for each member to be aware of the organization's goals, their personal level of expertise, and decision-making procedures. Different project managers must rely on their subordinates and even encourage them to be vocally involved in decision-making. More and more often it is necessary to make complex models, which are a set of many variables. Once management decisions are made to assess a situation, which can be strictly subjective, then modern information systems can be relied upon to carry out the calculations. The struggle of scientists to develop and implement supercomputers, even quantum computers, aims to speed up complex processes or pave the way for alternative ways of improvement in many industries such as optimizing their processes. But the task of complex systems can hardly be solved without the creation of quality databases to feed the computing power. If we summarize that every action is related to some expenditure of energy, then the creation of collective responsibility is the first step towards protecting the resources we have today. On the other hand, the practice of implementing knowledge base should ensure for all members in an organization in view of their competencies. The selection of personnel should not stop only at people who have already reached a certain limit of their competence, but also at helping people with development potential.

When we talk about innovation, we often talk about improving some old practices or reusing well-forgotten ones, we are undoubtedly facing a noticeable slowdown in industrial processes and a transition to planned production. It seems that the time is coming for more difficult decisions at the expense of more efficient and long-term ones. results.

The above analysis simply emphasizes the need for leaders, for people who have an innate need to be socially significant, who are always driven by their curiosity and sense of responsibility, who are responsible not only for analyzing information of various kinds, but also for taking correct decisions.

*„Information is a source of learning. But useless it is organized, processed and available to the right people in a format for decision making, it is a burden, not a benefit“
William Pollard*

III. MANAGERS AS A ROLE MODELS

The quality of inquisitiveness of personnel who occupy leadership positions is a distinctive feature of people inclined to interdisciplinarity, a desire to listen, experiment and a desire to learn new knowledge. Apart from the fact that these individuals are obliged to meet their job description, they do not shoulder the task of emotional dynamics in the structures they create or lead.

Moreover, with the personal example they set, they turn them into role models for their subordinates. Which allows them to organize interactions in teams or between individual units, as well as build habits and work manners.

WHAT A LEADER SHOULD DO?

1. Must teach and also learn.
2. He or she must have a vision but also know how to act.
3. Focus on what's matter the most.
4. Support collaborations and stimulate the learning process.
5. Build a purposeful community (and more.).

A logical result of this type of behavior is that his followers try even more confidently to develop their qualities as good mimics and, in the future, as good leaders. Just as how beliefs can be subjective, so can preferences.

While we build our conceptual apparatus, comparing events is accomplished through our expectation operators, which can be used to compare expectations with uncertain outcomes. A lottery is a sample set of probabilities, such as the set $S(n)$ - is the set of outcomes and $P(n)$ - is the set full of their associated probabilities. In order to summarize the above personal statements: for the needs of the organizations, it is good to provide, in addition to more iterations between different units of the organizations and their promotion in different activities or courses, as well as clear procedures for access and use of the information and management systems - new ones should also be found and effective ways to measure the success of campaigns. As well as the overall constructive influence of organizations on the surrounding environment.

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