

## MANAGERIAL SKILLS AND LEARNING STYLES IN THE DIVERSITY MANAGEMENT CONTEXT OF INNOVATIVE COMPANIES

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### **Abstract:**

The purpose of the paper was the identification and assessment of respondents' skills in the context of cognitive styles. The authors highlighted the role of managerial skills and learning styles in managing employees of diverse potential in particular. The fact that both the skills exhibited and learning styles play a vital role in the development of effective HRM tools was embraced. The empirical material was collected during a study carried out on a group of 1276 respondents in Poland. The acquired results enable conclusions regarding HR management in the context of managerial skills and knowledge of learning styles applied in employee development to be drawn. Nowadays, organizations have to constantly look for innovative ways of conducting business. The literature of the subject presents many examples confirming the ability of effective diversity management in the most innovative companies. The conclusion drawn from observing successes of such organizations proves that taking a closer look at the issue of HR diversity's role is worthwhile. Especially the analysis of managerial skills and learning styles in the context of companies' innovation seem of particular relevance. The managerial skills and their development are the basis for successful management process in a modern company.

*Keywords: managerial skills, learning styles, innovative company, diversity management*