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### **Managerial competences of managerial human talent based on the approach of socially intelligent organizations**

#### **ABSTRACT**

The management process is based on a set of principles that are designed to help managers and employees work together to create an environment in which they can be successful. This research describes the managerial skills for managerial human talent, based on the approach of socially intelligent organizations, which seeks to make them an organization of permanent learning. It was based on a documentary research with a bibliographical design, of an analytical and interpretive/critical nature. In turn, it was based on a descriptive investigation, using systematic criteria that allow revealing its structure or behavior. In this way, the researcher assuming this level of investigation was able to obtain the notes that characterize the reality studied, to point out the characteristics of the subject studied. This methodology focused more on the “what”, rather than the “why” of the research subject. The results highlighted that the managerial competencies proposed by De Ansorena (2001) were taken into account, which are: meta competencies, problem analysis, learning, decision, energy, flexibility, independence, integrity, judgment, resolution, interpersonal sensitivity, ambition professional, knowledge of the environment, wide range of interests, creativity, achievement orientation, risk taking, environmental orientation, customer service, negotiation skills, active listening, sociability, teamwork, as essential in the manager training process . Therefore, it was concluded that the training of managers as human talents requires training in skills that will favor the effective development of their functions within the organizations where they provide the service.

**Descriptors:** Management Competencies, Organizational Intelligence, Organizational Learning, Learning Community, Shared Vision.

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