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**SECRETS OF SUCCESSFUL MANAGEMENT**

Success is one percent inspiration, ninety-nine percent perspiration. (Thomas Edison)

Management is foremost the management of people by a manager at an enterprise. It is needed in order to achieve a positive dynamics of the company's development, includes the following management subsystems: risk management, financial management, strategic management, investment management, information management, personnel quality management.

First of all let's think what is success. Success is the achievement of the set goals in the conceived business, the positive result of something, the public recognition of something or someone.

So I want to share with you some advices for managers:

1)    You need to protect each subordinate, so as not to lose the atmosphere of friendliness in the team. The psychological climate is perhaps the most important factor affecting the productivity of the work.

2)    Do not point out the mistakes in case the employee fails to perform the assigned tasks. But you need to find out the reasons. "Debriefing" you need to do separately from the rest of the team.

3)    "Order is above all." A clear systematization not only on the desktop, but also in the office, in the head and in thoughts.

4)    Use the experience. Most of the ideal management cases have been invented before us. You need to combine skillfully the experience of the previous with realistic results and technologies, demonstrating a consistently high result.

5)    Centralization is also an important management principle.

6)    Timely promotion for successful indicators as a norm of motivation.

7)    Consider and clarify the contractual relationship with the employee. Determine the possibility of dismissal in case of improper performance of labor obligations.

8)    Develop a system and form of remuneration in the enterprise, staffing, determine the minimum wage, structure and staffing, the employer's responsibility for not paying wages.

9)    You may need to create a collective agreement. Write a collective agreement plan, conduct collective negotiations, develop a collective agreement, describe the responsibility for its implementation, the procedure for resolving collective labor disputes (conflicts).

10)    When developing a HR strategy, determine the working time and rest time, read the Leave Act. Find out when it is possible to provide employees with work and social vacations, allocate other types of vacations, understand how to calculate the duration of leave.

11)    However, as research shows, such a position has not only serious grounds, but it is harmful, because it impedes the development of potential.

12)    Many people are mistaken about the role of ideas in business and life. Any even the most brilliant and revolutionary idea gains value only in case of successful

practical implementation. The importance of an idea depends on the effort invested in its implementation.

13) Always drive away negative thoughts! Keep in mind that all thoughts are material!

14) Despite the important role of effort, work and perseverance in achieving success, the ability to retreat from a previously chosen course plays no less significant role. Too often, on behalf of speakers, business coaches and pages of motivating literature, there are calls for perseverance, whatever it costs, and however, perseverance will not lead anywhere unless you combine it with experimentation.

If you manage a team of more than two people, these principles will undoubtedly be useful to you. I think criticism and doubt are inappropriate here.

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**SUPPLY CHAIN DIGITIZATION**

In today's supply chain environment, every enterprise has to keep up with the times. Actually, by improving digital technologies they are getting their logistics organizations to practical results. Perhaps, transforming logistics and SCM processes into digital sphere is not today's issue, but we are making big steps to provide it.

According to many statements about supply chain digitization, in the last years this concept has really progressed. It is not just a particular method. It is totally a new approach to logistics and supply chain operations. Nowadays, more than fifteen hundred technologies are influencing on the SCM. However, companies are not ready for radical changes. They have to start to input digital technologies in their structure and get them more and more evolved.

Arguments around block chain take big place in modern business society conversations over the recent years. In fact, this technology really deserves attention. It contains lots of information called "blocks" that grow infinitely and become more secured. Also, the block chain has solid, stable and safe infrastructure based on cryptography which can't be hacked. For logistics environment this system would be rather convenient because the supply chain requires huge data processing and its safety.

Another way of supply chain digitization is data storage in Clouds where every member of the supply chain has access to his/her information anytime and anywhere. Using online information storage may prevent data loss,provide bigger capacity than hard disk drives, as well as Transportation Management System services. Summing up stats represented during the newest logistics presentations showed that 43% of enterprises had at least one SCM application in the Cloud, 58% preferred multi-tenant Cloud (i.e., the same instance for all clients) while 42% were apt to dedicated Cloud (unique for each customer).

It is important to remember that logistics companies have to ship goods directly to customers. Last-mile delivery has become a big challenge because quantity of e-