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## ASPECTS OF INNOVATIVE EDUCATION ENVIRONMENT FORMATION IN THE PROCESS OF VOCATIONAL DEVELOPMENT OF MANAGERS

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**Abstract** — Vocational training of modern competitive managers must take into account changes taking place in the modern information society. In the given system, higher vocational education plays one of the leading roles. In our opinion, transformation processes in the sphere of education are of particular interest because this is the sector of economics, in which highly skilled workers are formed. New demands of the information society and the issues of the education quality foster sustainable development of education being both a theoretical and applied science. Therefore, the harmonious development and modernization of science as well as compliance with the societal demands and education quality enhancement form the need to develop an innovative environment.

**Key Terms** — education environment, innovative education, pedagogical interaction, vocational training.

Effective management of any educational processes primarily requires understanding of what the concept of an education environment is for the reason that education processes must take place, namely, within the framework of vocational training in higher education institutions (further IHE). The concept of “education environment” is complex and subjective. In order to analyze the importance of an education environment in the process of managers’ vocational training, this concept is worth a more in-depth study. H. Poliakova determines the education environment of an IHE as a system of conditions, impacts and opportunities for personality

and professional development and self-development of the subjects of the education process [4]. N. Horbunova considers the possibility of regarding the education environment of an IHE as the means of studying and a factor of successful social and vocational adjustment of future specialists [2].

Therefore, having analyzed the abovementioned, we may make a conclusion that the education environment is defined as: a set of organization and pedagogic conditions and factors and as a means of studying, which encourage students’ self-development and self-education, and is an integral part of future specialists’ professional growth.

However, the modern education environment is forced to evolve, thus, further appropriate functioning of this system must be based on the methods of innovativeness and an innovative education environment must be formed.

Having the concept of “innovative educational environment” under scrutiny, we ground on the idea of V. Yasvin that a personality is simultaneously the product and the creator of the innovative environment, which is “the system of influences and conditions for identity formation following the given pattern as well as opportunities for its development, which exist in the social as well as special and objective environment” [5, p. 14]. Regarding the components of the innovative education environment, scholars distinguish the personality as its dominant element that continually self-develops and self-improves. The innovative education environment of an IHE is an integrative structured entity with a three-level organization: a dynamic mechanism,

which integrates liaisons of spatial relationships among the architectural, material and technical, socio-cultural, information and technological as well as scientific and pedagogical environments; which facilitates formation of intersubjective interaction and professional and personality development of future specialists.

With emphasis made on the process of introducing innovations in the vocational training of managers, L. Marchenko proposes the model of the innovative process, which encompasses six stages: 1) identification of the need in innovation; 2) data mining concerning possible innovations to provide for problem solution; 3) evaluation of innovation projects by the criteria of implementation and educational feasibility; 4) decision making as for implementation of innovations; 5) implementation of innovations; 6) institutionalization of innovations [3; p. 250].

When providing for the future specialist's professionalism development, the system of education plays an integral part. Specialist literature analysis enables to assert that formation of future managers is only possible on the grounds of gradual specialist vocational training based on the combination of scientific and theoretical achievements and the experience of the leading management schools, which provide for the high level of highly-qualified specialists' training. The prerequisites of high quality vocational training of a professional manager are the educational process appropriately organized at an IHE and the sustainable development of business education [6].

Therefore, the modern education must be grounded on the principles of innovativeness, which encourage qualitative changes in the interaction of lecturers and students and enables formation of competences for the future successful professional activity. Modern innovative vocational training is the means of socialization, i.e. harmonization of a person's relationship with the world; development of the national morale of a person, formation of conditions for the person to acquire comprehensive education base, which enables to adapt quickly in the society; professionalization, i.e. acquisition of professional competences as well as fundamental and applicative knowledge and professional activity organization and realization culture; self-

realization, i.e. acquisition of skills necessary for productive living, self-actualization [1; p.50]

On balance, it can be stated that the main aspects of innovative environment formation in the process of managers' vocational education must encompass application of advanced information technologies, harmonization of the student's personality in the process of personal and professional development and development of valid innovative academic programs for managers' vocational training. Under the current conditions, management becomes one of the most important professions and education in the sphere of management forms the grounds for training professional executives. Tough world competition demands modern managers' ability for continual innovations, new ideas, knowledge and skills, which would comply with the requirements of the modern society. Thus, formation of an education environment for students in management is a long-term investment into the development of world economy because it helps to educate a modern competitive specialist of a new breed.

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