

Competencies and Capacities. Acquisition and Development of Competency Mini-Company Project Management

Competencias y Capacidades. La formación y desarrollo de la competencia profesional gestionar proyectos microempresariales

Evelio F. Machado Ramírez^{1*} <https://orcid.org/0000-0002-1538-2887>

¹*Enrique Jose Varona* Center for Educational Sciences Studies, *Ignacio Agramonte* University of Camagüey, Cuba

*Correspondence: evelio.machado@reduc.edu.cu

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Journal Challenges of Management continues to improve the social media with the publication of material on the You Tube Channel. Particularly, a discussion session using material edited in a dossier entitled: *The Acquisition and Development of Professional Competency Small Company Management*, which I have coordinated, and is published in this issue (No. 2, Vol. 15, May-August, 2021). It includes three articles about the topic discussed.

This triad of papers is presented with the purpose of improving the teaching-learning process in university degrees using a pedagogical perspective based on the contextual experience and conditions of the Republic of Ecuador, where the professionals-to-be are receiving education in Economy or Economy-related areas. Not necessarily, the graduates will be small company managers, but depending on the level of acquisition and development of the said competency, are capable of providing counseling, recommending strategies, or guiding anyone with the purpose of creating small companies, seeking efficiency, efficacy, pertinence, and sustainability, in keeping with the demands of endogenous development in the country. In that sense, the first paper: *A Conceptual Approach to Competency Project Management of Mini-Companies in Economists*, unveils this competency theoretically, through a review of the literature, discovering their functional structure; the second paper: *Gnoseological Fundamentals for the Development of Professional Competency Mini-Company Project Management*, explains the essence processes to consider when working with students in the Degree, all of which must derive in a humanist management of small company development. Finally, the third paper: *A Strategy to Develop Micro-company Project Management* shows the didactic strategy designed, which materializes, through acquisition and development, the moments, stages, and types of tasks to be used, for instance in the formative projects. Therefore, it is our interest to open a discussion about the pertinence of this contribution to be integrated into the dynamics of strengthening and developing organizational competencies that articulate this conceptual, methodological, and practical system that leads to improved business routines needing organizational and professionalizing competencies of absorption that can turn innovation into advantages for companies, and additionally, confer validity in the Cuban case.