МІНІСТЕРСТВО АГРАРНОЇ ПОЛІТИКИ ТА ПРОДОВОЛЬСТВА УКРАЇНИ

ВІННИЦЬКИЙ НАЦІОНАЛЬНИЙ АГРАРНИЙ УНІВЕРСИТЕТ

FORMATION OF MANAGERS-AGRARIANS' COMMUNICATIVE COMPETENCE

НАВЧАЛЬНИЙ ПОСІБНИК

з іноземної мови (за професійним спрямуванням) для студентів напряму підготовки 6.030601 – менеджмент»

Джеджула О. М., д.пед.н., проф. кафедри загальнотехнічних дисциплін та охорони праці ВНАУ

Тимкова В. А., к.філол.н., доцент, завідувач кафедри української та іноземних мов ВНАУ

Краєвська О. Д., аспірант кафедри загальнотехнічних дисциплін та охорони праці ВНАУ

Краєвський В. О., к.т.н., доцент кафедри вищої математики ВНТУ

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Вінниця: ВНАУ, 2014. – 73 с.

Рецензенти:

Паламарчук І. П. – д. т. н., проф., завідувач кафедри процесів та обладнання переробних і харчових виробництв ім. професора П. С. Берника, Вінницький національний аграрний університет

Акімова О. В. – д. пед. н., проф., Вінницький державний педагогічний університет ім. М. Коцюбинського

Рекомендовано навчально-методичною комісією Вінницького національного аграрного університету Протокол № __ від _____ 2014 р.

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Introduction

Efficient formation of communicative competence of managers-agrarians has gained immense importance for their future development and career. In the modern world of constant, intense and essential communication, managers-agrarians' communicative competence significantly influences the effectiveness of the business activity of the company they work for. The key tasks of a manager – planning, recruitment and selection, organizing, training and development, motivation and control – are closely connected with communication. No wonder, up to 90 % of a manager's work time is spent for communication.

Lauren Nelson, as well as many other specialists in corporate and organizational communication, insists that effective managerial communication contributes greatly to productivity of the labor force. Effective communication outlines clear expectations for workers and, on the other hand, enables employees to express their needs to the employer. Workers constantly amplify and apply the results of communication. Transparent, straightforward, effective communication allows managers and the staff to have a full view of the business situations, they find themselves in, and deal with real or potential problems creatively and effectively.

Moreover, staff productivity, as a complex multifaceted phenomenon which is influenced by many outer and inner factors, is especially noteworthy nowadays as it is a reliable, renewable, inexhaustible resource of financial and social efficiency. Managers-agrarians' communicative competence is recognized to be the key to effective communication, staff productivity and financial efficiency of an agrarian company.

Thus, it is clear to educators today that one of the main tasks of future managers-agrarians' professional training is their communicative competence formation.

Part I. Working on the language in communication of future managersagrarians. Typical communicative situations and communicative context of managers-agrarians.

Task 1 Match the job title with the best definition on the right.

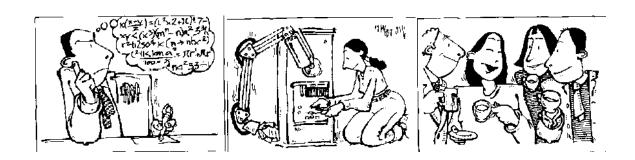
Job titles

1. Chief Executive Officer (CEO)	a Manager responsible for buying.
2. Information	b Person who designs computer networks.
Systems Director	
3. Purchasing Director	c British English term for senior manager of a
	company.
4 Human Resources Director	d Manager responsible for the process of
	creating goods or services for sale to
	customers.
5 Systems Analyst	e American English term for the top manager
	of a company.
6 Managing Director	f Person responsible for setting up training
	opportunities for employees.
7 Marketing Director	g The person responsible for
	computer operations in a company.
8 Production Director	h Person responsible for managing product
	development, promotion, customer service, and
	selling.
9 Customer Service Manager	i Person responsible for markets in other
	countries.
10 Staff Development Officer	j Manager responsible for personnel issues.
11 Finance Director	k Person responsible for relationships with

	customers.	
12 Exports Manager	1 Person responsible for presentation and	
	control of profit and loss.	

Task 2 Match each term in the box with the pictures (1-12).

Characteristics of managers



creative
emotionally strong
flexible

knowledgeable leadership skills sensitive to others social skills
good communicator
technically skilled
mental skills





Task 3 The Four Ps of marketing are now the Seven Ps, because of the increasing importance of services and customer service. Fill in the spaces below to match the seven Ps to the best definition.

Process

Place

Promotion

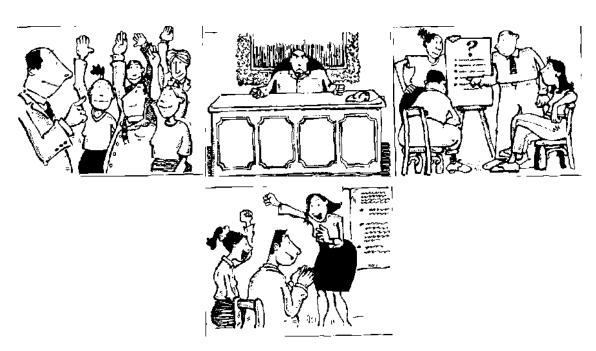
People

Physical evidence	Product	Price		
The traditional Fou	r Ps are:			
1.		The goods or services a company provides.		
2.		Decisions about what customers pay for the		
		product.		
3.		Things concerned with location and distribution.		
4.		Ways to make the company and its products well		
		known and ways to sell products.		
And here are three	more:			
5.		Everyone involved with the company and its		
		products, especially the customers.		
6.		All the ways in which the company and its		
		customers interact.		
7.		Anything that shows or mentions the name and		

image of the company and its products.

Task 4 Tick the three words or phrases that match each style of leadership.

Leadership styles



1. Autocratic leadership

open modern directive hierarchical creative traditional

2.Democratic leadership

group- communist team- communicative simple charismatic oriented based

3. Laissez-faire (non-interference) leadership

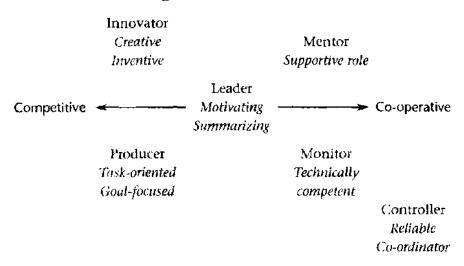
open non- strong co- creative modern existent operative

4. Charismatic leadership

political personality- goal- inspirational bureaucratic rewarddriven oriented based

Task 5 Look at the diagram below. It shows that an effective team contains different people with different roles and different qualities. Study the diagram, then read the text that follows and fill in the spaces.

Balancing roles in an effective team



Team-building: getting the balance right

The whole point of teamwork is that people work together. The most effective teams contain a balance of different people with different skills. For example, a team needs (1) innovators . These are creative, ideas-oriented people. They look for new solutions and explore alternatives. The team also needs (2) ________, people who get results. These are task-oriented and understand the objectives of the team. Both these types tend to be competitive. Balancing this are more co-operative individuals. These may include (3) ________, who support team members and make sure good relationships are maintained. Others are (4) _______, with technical expertise and the ability to check progress, measure performance and ensure that things are both possible and desirable.

Another important role is the (5) _______, who works on all levels of coordination and organization of the team.

At the heart of the team is the (6) _______, His/her role is to make sure that all parts of the team work well together. He/she must motivate team members to

achieve the agreed objectives. He/she is also responsible for summarizing and reporting the work of the team.

Team building in the workplace creates a sense of collective responsibility. Everyone shares in success, everyone learns from mistakes, everyone works together to help everyone else. The result is - in theory - more harmony, less competition; more support, less isolation; more job satisfaction and lower turnover of staff. The combined result is more success.



Task 6 A conflict, like change, happens. There are different types of conflict in management contexts. Look at the table below and match the type of conflict (1-5) with the best definition (a-e).

Conflict management

Conflict type	Definition	
Inter-group conflict	a Personality or inter-personal	
Intra-group conflict	differences within a group.	
Relationship conflict	b Conflict between groups.	
Inertia	c Disagreement on ideas or what	
Substantive conflict	to do.	
	d Conflict within a group.	

B Below are five possible solutions to conflict. Complete the phrases using words from the box.

communication leader mediator methods options skills Redefine goals or working _____ Compare and evaluate _____ Appoint a 4. Improve _____ 5. should intervene (or resign to allow a new leader to take over). Task 7 Complete the three definitions of motivation with words from the box. behaves drives effort outcomes reach willingness Motivation Motivation is what (1) _____ us to try to (2) _____ certain goals. Motivation is a decision-making process through which a person chooses

Task 8 The text opposite describes three negotiating styles. Read it and then complete the table that follows.

desired (3)_____ and (4) _____ in ways that will lead to acquiring them.

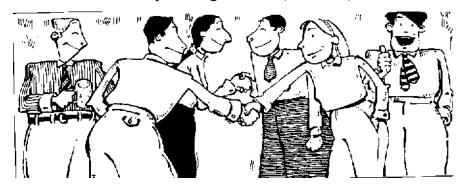
certain goals.

Motivation is the (5) to make the (6) to achieve

Negotiating styles



Principled negotiation (win/win)



Creative negotiation



Adversarial negotiation (win/lose)

Most people negotiate to gain some advantage to themselves or to their side. The fighter is only interested in his side winning and the other side losing. This is a hard style of negotiation and involves making demands.

In business, it is often better to negotiate to independent advantage. This means each side thinks about its advantages, but knows that the result will bring cither common benefits or different advantages to each side. Both sides get something and are happy with the result. In this type of negotiation everyone makes concessions. This is sometimes called a win/win negotiation. Another style of negotiation is seen in the creative negotiator. Here both sides look for agreement. Agreement is the main objective and one or both negotiators have a soft negotiating style.

Negotiation styles: a continuum

Adversarial	Principled	Creative
negotiation	negotiation	negotiation
Negotiate to (1)	Look for (2)	Look for (3)

	benefits	
Make (4)	Make (5)	Accept what is on offer
(6) F	Negotiator for	(7)C
	independent and mutual	negotiator
	advantages	
(8)	Win/win	Agree

Task 9 Good time management is very important in an efficien workplace. Most people could improve their time management skills. Match an action (1-5) with its meaning (A-E) and an example (v-z).

Time management

Example

Meaning

Action

1 plan	A improve your	v A colleague asks you to go to a
	abilities	meeting - but it is not absolutely
		necessary. You make an excuse
		and do not go.
2 delegate	B organize	w You write appointments,
		deadlines and actions in your
		diary. You know what you have
		to do for the week.
3 upgrade skills	C order things	x A new project has to be carried
	according to	out. You do not have time to run
	importance	it. You ask someone else to do it.
4 prioritize	D say no	y You decide that writing a report
		for your boss is the most
		important job today. Do that, then
		do something else that is urgent
		but less important.
5 turn down	E get somebody	Z You sign up for an in-service

requests else to do training seminar on Time Management.



Task 10 Match the ethical issue (1-10) with an example (a—j) and a picture (A-J) that illustrates the issue.

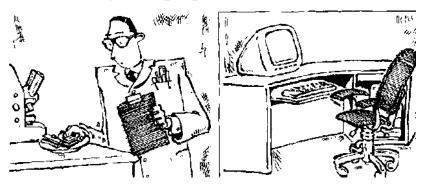
Ethical issues

Ethical issue	Example
1 Wantanal mights	a Agreeing to set high prices with a
1 Workers' rights	competitor.
2 Animal rights	b Not giving a job to someont
	because they are of a differe ethnic
	origin.
3 Corruption	c Marketing a dangerous product.
4 Computer data protection	d Secretly giving money to a
	business partner to get a favour
	from him/her.
5 Codes of conduct	e Putting dangerous chemical into
	a river.
6 Company 'perks'	f Testing products on rabbits.
7 Consumer safety	9 Making staff work very long
	hours.
8 Discrimination	h Stealing secrets from a computer
	network.

i Giving some employees special 9 Environmental protection benefits. 10 Operating a cartel j Getting drunk at lunchtime

Task 11 Companies and organizations have a legal and moral responsibility to look after their employees and their customers. Health and Safety regulations protect employees. Consumer Protection laws protect consumers.

Looking after people: Health and Safety

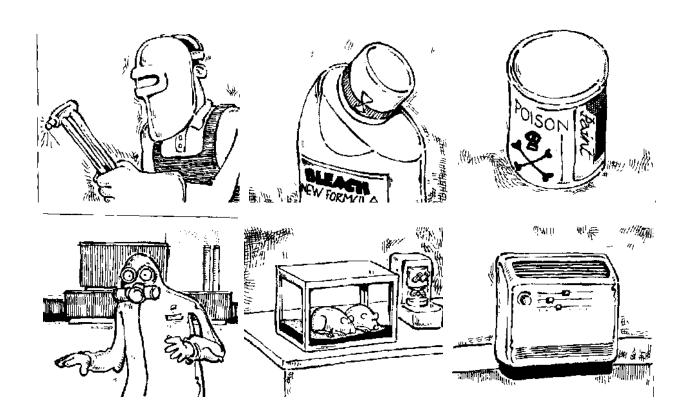


A Label the pictures below with words from the box.

air-conditioning ergonomics vivisection

protective clothing safety cap on a cleaning warning notice on a paint agent tin

safety mask for a welder product testing



Task 12 Companies and organizations operate in a legal environment. Below are ten areas of legislation. Match each legislative area (1-10) with the correct description (a -j).

The legislative environment

Legislative area	What is it about?
1 Environmental-	a Minimum standards in quality, service
legislation	and rights of customers.
2 Social legislation	b Restrictions on use, movement and sale
	of items that present serious risk.
3 Consumer protection	c Protection of air, water and land.
4 Dangerous goods	d Issues concerning state such as defence
security legislation	interests, nuclear resources, etc.
5 Tariffs, duties and	e Employment law, hours of work,
taxes	holidays, insurance, etc.
6 Official secrets, state	f Restrictions on ways of promoting
security legislation	goods and services.
7 Sale of goods	9 Compulsory levies applied by
legislation	government.
8 Company law	h Rights for all groups in society to be
	treated fairly.
9 Advertising	i The quality of goods and services and
standards	the accuracy of any claims made for
	products and services offered for sale.
10 Equal opportunities	j Obligations to publish accounts, names
law	of directors, etc.

Task 13 Training is a key aspect of dealing with change. Answer the questions below with words or phrases from the box.

Training

curriculum vitae (CV) graduate human resources

in-service training lecture qualification

retraining seminar research

trainee staff development skills audit

trainer training budget training manager

1. What is the name of the person responsible for training in a company or organization?

- 2. What is a possible alternative to making an employee redundant?
- 3. What do you call a special award that is given after a training course?
- 4. What is the word to describe someone with a university degree?
- 5. What is the document that lists a person's work and educational experience?
- 6. What is the term for a special study to find out something?
- 7. What is the name of a process to find out the level of competence needed for certain activities, or the existing competence of staff?
 - 8. What is the term used for the money available to spend on training?

Task 14 'Adapt or die'. This is a common saying in business. Businesses and organizations must respond to change. Match the terms (1-8) with the correct definitions (a-h).

Organizational change

1 Organizational a An approach to change that is based on

development looking at people and their relationships to

the whole. The approach is planned,

strategic and long-term.

2 Change agents b A concept of organizational change that is

based on flexibility and continuous change.

3 Bench-marking	c A combination of forces that do not want change.
4 Communication	d Study of the impact of change.
	e Radical redesign of all aspects of an
5 Resistance to	organization's activities.
change	
	f Explaining why change is necessary and
6 Re-engineering	how it should happen.
7 Data analysis	g A process of identifying a model of 'best
	practice' and comparing performance
	against this model.

Change and communication

happen in organizations.

h People responsible for making change

8 Organizational

renewal

Task 15 When managers have to introduce change, good communication is very important. There are many ways to communicate in businesses and organizations. Look at the definitions (1-8) and match them with ways to communicate in the box below. Do not use all the words in the box.

company reports	departmental	discussion	e-mail
	meeting		
extranet	fax	formal	internal mail
		presentations	
memos	notice-board	quality circles	Internet
newsletters	post	teleconferencing	intranet

telephone

video-tape

voice-mail

Conversation about a particular topic.

A method of using computer and TV monitor links to hold a meeting in realtime, but when the participants are in different places.

Occasional meetings between colleagues to talk about how performance can be improved.

A form of telephone answering system.

Paper correspondence between employees in the same organization.

Traditional letter correspondence.

A private network accessible from PCs and open only to members of the same organization or group. Users can read and respond to messages posted on a website.

A private network	Speech	Machine
restricted to members	communication	communication
memos		

Task 16 All the words in the box concern planning, Match each term with the correct definition (1-12). The answers include the word plan eight times.

Planning

action	business	contingency	stratigic
budget	objectives	planning	
		provisional	
interim	operational	tactical	

A plan that focuses on the whole organization, internal and external factors, and actions necessary to reach long-term goals.

A process that focuses on the future of an organization and howto reach certain targets. .

The results or targets that management thinks are desirable

A plan for a specific part of the wider organization, usually narrower in scope and over a shorter time period.

A specific short-term plan to realize a narrow single objective.

A short-term and temporary plan.

A trial plan, that may or may not be adopted permanently.

A plan which explains a new commercial activity or new company and how to start it. .

A plan of what to do, often indicating individual responsibilities, often short-term.

A plan which sets out the forecast costs of a project or activity.

A reserve plan which will only be used if necessary.

Task 17 Corporate strategy is described below as a combination of eight aspects. Read the questions on the left and choose the correct answer from the box.

Corporate strategy

action plan	analysis of	audit of external	strategic plan
	resources		
corporate objectives	market research	mission statement	
environment	mission statement	marketing plan	

What is our business?

Where do we want to go?

Who are our customers?

What do they need?

What threats and opportunities are there?

What are our strengths and weaknesses?

How do we achieve our goals in terms of marketing?

How do we get to where we want to be, with our present resources?

What do we have to do now?

Task 18 Information helps managers reduce risk in decision-making. In the computer-age, information systems have been revolutionized. Match words on the left with words on the right to make phrases.

Information and data handling

information interchange

data user

artificial technology

electronic funds processing

electronic data intelligence

information system transfer

end security

Task 19 \underline{A} The words below relate to the functions of human resource management. Complete the spaces in the table.

Human Resources

NOUN: THING NOUN: PERSON VERB

analysis analyst

appraiser appraise

compensation

developer

employee/ employ

interviewer/

recruiter

trainer/

plan

selection selector

<u>B</u> Complete each two-word phrase in the sentences below with an appropriate word from the box.

appraisal	ceiling	simulation	reward	vacant
career	redundancies	harassment	rotation	in service
opportunities	sharing	retirement	structured	
1. Training	g given to emp	loyees, often by	y an external	provider, is called
	training.			
2. An inte	rview process wh	nere interviewers	ask set question	ons in a fixed order
is called	l a inte	erview.		
3. If two j	people agree to	work part time	on the same job	b, dividing the job
betweer	them, this is call	led job	<u>_</u> .	
4. An inter	rview or training	situation which u	ises a model of	a real
situation is	called a work	·		
5. An inte	erview, usually o	carried out at re	egular intervals	of perhaps six or
twelve months, to	o discuss an emp	loyee's career pr	rogress and achi	ievement of certain
targets, is called a	a performance	·		
6. Where	a particular post	in an organizat	ion is held for	a set period - for
example a year -	by one person and	d then given to a	nother person, the	his is called job
<u> </u>				
7. Differen	nt ways of payin	g or compensati	ng employees	for their work and
performance are	called	systems.		
8. Unwant	ed attention in	the workplace	of a sexual na	ture, often verbal,
physical or psych	ological, is called	l sexual	·	
9. A policy	of ensuring that	all employees or	prospective em	ployees,
e.g. job aj	oplicants, are tre	eated fairly, wit	hout any regar	d to gender, race,
colour, religion,	sexual orientatio	n, age or belief	s, is called an	equal
policy.				
10. A pos	sible plan showi	ing an individua	al's job develop	oment or changing
responsibilities in	a company over	time is called a	pa	nth.

11. The tendency for women to rise to a certain level in a company hierarchy –
and then to find that further promotion is blocked by male prejudice or tradition
(often the same thing) - is sometimes described as encountering a glass
12. Pages in newspapers, magazines or on websites offering employment
possibilities are called situations columns.
13. Stopping work before the usual age for a pension is called taking early
14. If a company dismisses workers who do not want to lose their jobs, this is
12. Pages in newspapers, magazines or on websites offering employment possibilities are called situations columns. 13. Stopping work before the usual age for a pension is called taking early

Task 20 Companies which want to expand into international markets need to consider many factors. Match each of the factors (1-12) to an appropriate explanation (a-1).

called making compulsory _____.

International marketing

Factors for consideration	Meaning
1 Location and distance	a Skills, training and flexibility of
	workforce
2 Political context	b Transportation, roads,
	telecommunications, public services.
3 Labour costs	c Investment needed for land,
	property, energy (light, heating, fuel).
4 Infrastructure	d Typical business practices, security,
	commercial expectations.
5 Distribution channels	e Way of life, public and private
	differences in language, religion,
	values and expectations.
6 Labour factors	f Cost of living, inflation, interest
	rates, taxes, growth, financial
	stability.
7 Economic environment	g Stability, system of government,

democracy, human rights. 8 Business culture h Salaries and wages for local staff. 9 National culture i Geographical position in relation to home base. 10 Legislative environment i Birth rate, life expectancy, literacy, average level of education. 11 Socio cultural factors k Systems for selling goods and services. 12 Fixed costs I Laws, trade regulations, membership of international groups. Note. Companies enter international markets to increase their turnover and profits. Large multinational companies from developed countries may locate operations in developing countries because labour is cheaper. They may also set up in other developed countries because they want to be closer to new markets and to reduce distribution costs. **Task 21** Fill in the appropriate word from the box. Dear Mr Jacobs. Thank you very much for your letter (1) 5 March. (2) answer to your request, we have (3) _____ in enclosing our latest (4) and price list. I would like to (5) _____ your attention to the special offers. These products are available at a reduced price for a limited time only. If you would like any (6) information, please get in (7) with me.

(10) : catalogue, price list, special offers supplement.

I look (8) to hearing from you.

Yours (9) ,

Howard Johnson

Sales Manager

pleasure	touch	in faithfully	catalogue	of	further	forward
enclosed	draw	iii faitiifuify	from	delight	notice	sincerely

Task 22 Choose the best word to fit the gap.

On the phone 1. Mrs Perez is writing to _____ the arrangements she made with you. B confer C confine D confirm A conform 2. I'll see if Mr Watson is available. A Hold on B Keep on C Go on D Stay 3. I'll put you _____ to the Sales Department. A over B off C through D in 4. Oh, dear. I think I've the wrong number. C through D dialled A put B done 5. I'm Miss Johnson's in a meeting. A worried B afraid C concerned D frightened 6. No. This is the Finance Department. I'll check the _____ number. B external C exterior D extraction A extension 7. There are no public phones in here but there is a phone in Market Street. A room B operator C booth D switchboard 8. Would you like me to fix up an for you? A application B appointment C arrangement D attendance 9. Don't make jokes on the phone as you may be A misunderstood D misguided B misplaced C mistaken 10. You should always speak to customers _____. politely C carefully D A slowly В kindly

Task 23 Choose one of the phrases from the boxes to complete these conversations.

Conv	versation	1			
Bill:	Hi, Sally	y. (1) cha	anging	g the time of to	day's meeting? Some
	time this	afternoon would be l	better	for me.	
Sally	: (2)	I've got to fin	ish th	at report today.	Perhaps we could fix
	somethin	ng up for tomorrow?			
Bill:	(3)	?			
Sally	: (4)	Bill but I think	(5)	<u></u> .	
Bill:	O.K. Let	a's get together tomor	row.		
if you r	need any	would you mind	wou	•	do you think you
that's vo	ery kind	I won't be able to	I'm	sorry but	I'd prefer to do it myself
Conv	versation	2			
Jim:	Dr Hend	erson, (6)	I go	home early toda	ay?
Dr H	.: (7)	Are you feeli	ng O.	K.?	
Jim:	I'm fine	but I've got a lotof	prep	paration to do fo	or that course I'm on
	(8)	take tomorrow	morr	ning off as well?	•
Dr H	.: No, (9)	The sales	s staff	are coming in f	for a briefing.
Jim:	Oh, yes.	I'd forgotten.			
Dr H	. What ab	out taking some holid	lay ne	xt week?	
Jim:	No, than	ks. (10) 1	I'll ne	ed to take some	holiday later.
I'm afraid can't	you	I think I can manage	e	Do you mind i	f Sure, go ahead
I'm sorry	but	Yes, please. Thanks	a lot	Do you think I could	
Task	24 Choos	se the best word to fit	the g	ap.	
		Summari	es, no	tes, reports	
1. Pri	intix are o	ffering us a 15%			
A int	erest	B replacement	C	discount	D consultation
2. It's	s importar	nt to take	break	s when working	at a computer.

A frequent	B lots	C repeated	D often
3. The new Mana	ging Director of th	e company has just be	een
A applied	B decided	C requested	D appointed
4. Make sure tha	at the main	of the report of	contains only relevant
information.			
A business	B body	C content	D form
5. If this project	is completed on t	time we will receive	a in next
month's pay.			
A bonus B batch	C bill D salary		
6. He was asked t	to a th	orough review of the	he health and safety
provision within the org	ganisation.		
A underline	B undergo	C undertake	D understand
7. If you're takin	g notes it's a good	idea to make them as	s clear and
as possible.			
A quick	B brief	C essential	D rough
8. As a	_ of the review, the	ey decided to close th	e factory down.
A conclusion	B finding	C purpose	D result
9. There is a	danger that	the new regu	ulations will be
misunderstood by many	staff.		
A unnecessary	B bad	C unfortunate	D grave
10. The consultar	nts the	importance of manag	gers involving staff in
the issue of timekeeping	g.		
A emphasised	B recommended	C motivated	D related
Task 25 Choose	the best word to fit	the gap.	
	Intern	ational trade	
1. Most of our	have been	n working with us for	a number of years.
A supplies	B suppliers	C supporters	D supplements
2. Unfortunately	the recent takeover	will result in a numb	er of at the plant.
A rationalisations	B dealings	C redundancies	D exchanges

	3. You will see from	m the catalogue that	our prices are very _	·
	A competitive	B competent	C completed	D compatible
	4. The price of the	catalogue is	against your firs	t order.
	A removable	B replaceable	C rechargeable	D refundable
	5. All items in this	range will be	from 27 April.	
	A suitable	B portable	C available	D accessible
	6. The assignment	arrives at the wareh	ouse on Monday and	d will be
imme	ediately.			
	A unloaded	B emptied	C undone	D unsent
	7. Unfortunately it	is to kee	p the complete range	e in stock.
	A insufficient	B uneconomic	C uncertain	D invalid
	8. After rationalisa	ation the company v	was and	its order book was
full.				
	A in good time	B in good shape	C in good spirits	D in good health
	9. Artemis gives	us a good price on	this because they	are our
supp	liers.			
	A single	B one	C individual	D sole
	10. I would be g	rateful if you coul	d let me have a	letailed
inclu	ding prices and deliv	very terms.		
	A quotation	B term	C offer	D order
	Task 26 Choose th	e best word to fit the	e gap.	
		Money	matters	
	1. The company sa	w net profits fall as	a result of the	in the industry
world	d wide.			
	A downfall	B downgrade	C downturn	D downward
	2. It is important for	or many small busin	esses to improve the	eir credit
and e	ensure customers pay	on time.		
	A limit	B control	C risk	D term

	3. All letters of	credit should inclu	ide an expiry date	when payment is
	A called	B complete	C ready	D due
	4. We apologise account.	for the difficulty	we are experiencia	ng in paying your
	A delayed	B waiting	C outstanding	D owing
	5. Thank you for yo	our of \$5	500 which we receive	ed today.
	A remittance	B remission	C remains	D remuneration
	6. The credit terms	that pay	yment should be on	presentation of the
goods				
	A remind	B stipulate	C agree	D settle
	7. It's important to	custome	er references when of	ffering credit.
	A take on	B take down	C take up	D take in
	8. If you do not pay	your bill within the	e next few days we v	vill have to consider
taking	g legal			
	A prosecution	B action	C instruction	D presentation
	9. He was offered a	a bankv	when the company ex	xperienced financial
proble	ems.			
	A payment	B credit	C overdraft	D debt
	10. If customers fa	ail to th	eir bills you can be	e left with a serious
cash-f	low problem.			
	A meet	B charge	C invoice	D state

Task 27 Match the words 1-5 to the definitions A-G. There are two extra definitions you do not need to use.

	A Fastest method of sending money abroad.
	B A cheque drawn on an overseas bank.
1 CWO	C Payment in advance of delivery.
2 International money order	D Payment not required until after despatch of
3 Documentary bill of	goods.
exchange	E Usually the slowest method of payment.
4 Banker's draft	F Can be purchased from a bank and posted to
5 Telegraphic transfer	supplier.
	G Your bank can instruct an overseas bank by
	airmail to make a payment.

Task 28 Fill in the appropriate word in gaps 1-5 from the box. There are three words you do not need to use.

Dear Mr Beck	er,					
(1)) our records your account is still overdue. We would like to					
remind you that ou	remind you that our (2) of business are 30 days net. (3)					
unsettled debts, it is our (4) to take legal action. We would prefer not to						
take this course. May	take this course. May we ask you to settle your account by (5) I am					
enclosing a copy of your invoice for your information.						
Yours sincerely,						
Mrs Jones						
terms	in the case of	for example	now			
according to	policy	instead of	return			

Task 29 Choose the best word to fit the gap.

Visitors and travellers

1. You need to	your	seat 24	hours	before	departure	or th	ey	may
cancel your reservation.								
A book	B reconfirm	(regist	er	D arra	inge		

	2. Their flight wa	s delayed due to engi	ine	
	A failure	B collapse	C defeat	D crash
	3. Please send us	a copy of her so that	we can arrange trai	nsport.
	A journey	B map	C itinerary	D route
	4. The hotel restar	urant is not open 24 l	nours but room i	s always available.
	A menu B caterin	ng C waiter D ser	rvice	
	5. The journey to	ok ages. We were st	uck in a traffic	as soon as we
left th	ne airport.			
	A queue	B jam	C hold-up	D block
	6. The delegates	are boo	ked into the Hotel	du Lac but they can
move	to something mor	e luxurious if they w	ant.	
	A provisionally	B approximately	C temporarily	D conditionally
	7. Make sure that	you allow plenty of	time to	at the airport.
	A check up	B check out	C check in	D check on
	8. I always choo	se a room	the back of the	hotel as it's usually
quiet	er.			
	A showing	B seeing	C overlooking	D viewing
	9. The conference	e speakers will requ	ire photocopying _	throughout
their	stay.			
	A amenities	B facilities	C opportunities	D appliances
	10. In the interest	s of safety it's a good	d idea to walk	when visiting a
place	for the first time.			
	A confidently	B convincingly	C confidentially	D consciously
	Task 30 Choose	e one of the phras	ses from the boxe	es to complete these
conve	ersations. There are	e three phrases you d	o not need to use.	
	Conversation 1			
	Tourist:	Excuse me. How do	o I get to the Europa	a Hotel?
	Local person:	Ah. It's (1)	.	
	Tourist:	Oh, dear. Is it far?		

Local Person	n: Not really. It'll (2) Now when you leave the		
	station (3) and after about 500 metres you'll		
	come to the town hall. (4) this road for another		
	300 metres till you come to a church on a big square. (5)		
	is the Hotel Europa.		
Tourist:	Thanks a lot.		
turn left	can't miss it continue along opposite the church		
a bit complicated	take about 10 minutes on foot just after when you get to		
Conversatio	on 2		
Host:	What would you like to eat?		
Guest:	I'm not sure. (1) what this is?		
Host:	It's chicken with tomatoes. It's a (2)		
Guest:	(3) I'll have that, please.		
Host:	(4) I'll have the soup, (5) by the chicken.		
speciality of the region to start with can you tell me that sounds very nice			
difficult to explain	n followed by I'll ask the waiter I don't like the sound of that		

Task 31 Choose the best word to fit the gap.

Meetings

1. It was decided	to the n	eeting until after lunch.		
A finish	B hold	C adjourn	D interrupt	
2. Copies of the	for the	meeting were distr	ributed to the heads of	
departments.				
A proposal	B summary	C plan	D agenda	
3. The manageme	ent committee	that flexitim	e should be limited to	
permanent members of	staff.			
A stipulated	B required	C asked	D wanted	
4. The members	were asked to _	on the	proposal to introduce	
flexitime.				
A conclude	B vote	C elect	D opt	
5. They agreed the	nat the system was	n't working well ar	nd there was a need to	
a more radio	cal approach.			
A choose	B designate	C prefer	D adopt	
6. The chair sug	ggested that we go	ot to b	usiness as quickly as	
possible as there was a l	ot to get through.			
A on	B up	C down	D about	
7. She made sure	that everyone was a	able to express their	points of	
A view	B opinion	C idea	D impression	
			e staff for taking their	
suggestions seriously.				
A with	B on	C in	D for	
9. The manageme	ent decided	to accept the pro-	oposals put forward by	
the committee.				
A unanimously	B altogether	C completely	D totally	
_	_		eeting as he had other	
business to attend to.	_		<u>-</u>	
	B length	C extent	D duration	

Task 32 Complete this resume by choosing headings from the box. There are two headings you do not need to use.

Johanna Needham Name: Address: 27 Leys Road, London, SW1 5BW Telephone: 0181 24567813 Date of Birth: 4 June 1968 (1) _____: Single Hereward Comprehensive School 1979-1984 University of East Anglia 1984-1986 (3) _____: Marketing Assistant, Britannic Travel Ltd September 1986-July 1991 Sales Development Manager, Texington plc August 1991present Mountaineering, Painting, Reading Languages: Spanish (good) French (basic) (5) _____: Derek Francis Jane Holgate Marketing Executive Sales Director Britannic Travel Ltd Texington plc Britannic House Brentford Dorking Middlesex Surrey **TW5 8ST**

Interests	Professional Experience	Qualifications	Marital Status
Education	References	Trai	ning

RH5 6BW

Task 33 Choose the best word to fit the gap.

Sales and negotiation

	1. Neither the custo	omer or the salespers	son wants to feel	over a		
deal.						
	A checked	B changed	C cheated	D charged		
	2. The retailer was	allowed to order the	goods on a sale or _	basis.		
	A return	B revert	C restore	D retract		
	3. The service engi	neer was	to guarantee the wo	ork for six months.		
	A granted	B conceded	C accepted	D prepared		
	4. It was agreed that	at the full cost would	d be refunded if the	goods were returned		
in per	fect					
	A condition	B state	C situation	D shape		
	5. We are willing to	o supply the goods _	a discoun	t of 5%.		
	A in	B after	C at	D over		
	6. Before negotiati	ng a deal make sure	you know the streng	gths and weaknesses		
of	products.					
	A competing	B conflicting	C commanding	D connecting		
	7. A good salespers	son cana	almost anybody to bu	ıy anything.		
	A satisfy	B appeal	C persuade	D adapt		
	8. Once they had agreed terms the deal was pushed very quickly					
	A over	B through	C in	D by		
	9. The goods will be delivered by Wednesday at the					
	A last	B longest	C least	D latest		
	10. The most effec	tive sales technique	is one which tells th	e customer how the		
produ	et will h	nim or her.				
	A better	B improve	C profit	D benefit		

Tasks for independent work

Task 1 Read the text and answer the questions.

Sustainable Agriculture

My name is Thaddeus Barsotti, I'm a farm manager for "Cape on Fruits and Vegetables". So, we are a seasonal **truck farm** which means we **grow** everything we possibly can: **tomatoes**, **basil**, **peppers**, **eggplant**. So, basically, we are **diversified operation** and we grow over a hundred different varieties of sixty different **crops**. We grow as many things as we can with each season.

People like to know the person growing their **food**, to know the land on which their food is grown, they like to know that it was fresh, they like to know that it was not **shipped** half around the world. And this is an each market that started our farm and this is the same **market** that our farm continues to **cater to**.

Most farmers I know, including myself, are farmers because their parents were farmers and that is why I am in the business. I'm the farm manager, I manage all the tractor work, all the **irrigation**, I decide what crops we are gonna grow, what fields are they gonna be planted on too, when are they gonna be planted. I organize all the **labor**, I **hire** the people who will be doing the work, I coordinate all the **packaging** materials, I coordinate all the packing, I **make sure** all equipment is running and I am the guy who gets the **pallets** with stuff to where they are gonna be sold.

We have four major outlets for out **produce**. We have a **retail** store in San Francisco. We do out a dozen different farmers markets, we have a home produce **delivery** service called "Farm Fresh to You" and we **sell** on the whole sell produce market.

By signing to different markets local farmers get a **competitive advantage** over industrial farms hundreds of miles away. Many local farmers even provide home delivery to area **consumers**. The home delivery is the company we call "Farmfreshto you.com" and, basically, our **customers** go to the Internet, they **sign up** and we deliver them a seasonal selection of what is **available** on our farm that week to their doorstep on the frequency that they choose. Customers **enjoy** it because they are getting a seasonal selection of local produce and that is basically what we can grow on our farm.

Vocabulary

truck farm ['trʌkˌfɑːm] – господарство овочівника (рос. овощеводческая ферма)

to grow [grəʊ] 2) вирощувати, культивувати (1) рости, збільшуватися; підсилюватися)

tomato – томат, помідор

basil – волошка (Basil is a strong-smelling and strong-tasting herb that is used in cooking, especially with tomatoes)

eggplant – баклажан

diversified [dai'v3:sifaid] різноманітний

operation [эрә'rei \int (ә)n] – дія, робота; функціонування; процес

crop [krɔp] 3) культура (1) урожай 2) посів)

food [fu:d] 1) їжа; харчування 2) продукти харчування, продовольство

market – 2) ринок (збуту) (1) ринок, базар)

to cater ['keitə] to – догоджати, намагатися догодити, зробити приємність

irrigation [iri'geiʃ(ə)n] 1) зрошування, іригація; поливання

gonna ['gɔnə,gənə] прост. від going to (збиратися, мати намір)

labor ['leibə] = labour 3) робітники, робоча сила

to hire ['haiə] – наймати

packaging ['pækidʒiŋ] packing ['pækiŋ] – упакування

make sure – переконуватися, пересвідчитися

pallet ['pælit] площадка або тара на ніжках, паллет, піддон

outlet ['aotlet] – ринок збуту; торговельна точка

produce ['prodju:s] 1) продукція, вироби; продукт (и) ; сільськогосподарські продукти, сільськогосподарська продукція (agricultural produce, farm produce)

retail ['ri:teil] роздрібний; який продає свою продукцію через власні магазини (про фірму)

delivery [dɪ'lɪv(ə)rɪ] 1) доставка; рознесення

to sell [sel] (sold) – продати; торгувати, продавати

competitive [kəm'petitiv] 1) який суперничає, який змагається, конкуруючий; змагальний, заснований на змаганні, конкуренції 2) конкурсний 3) конкурентоспроможний

advantage – перевага

consumer [kən'sju:mə] – споживач

customer – покупець; замовник; клієнт; споживач

sign up 4) передплатити, виписати 5) записати (кого-небудь на щонебудь) to sign a customer up — оформити замовлення клієнтові

enjoy [in'dʒɔi] 1) любити (що-небудь), отримувати задоволення (від чогонебудь)

Answer the questions:

- 1. What does the farm grow?
- 2. What do people like about Thaddeus Barsotti's farm?
- 3. What are the responsibilities of the manager of this farm (Thaddeus Barsotti)?
- 4. What do you like about Thaddeus Barsotti's farm? What makes it different from most farms in Ukraine?

Task 2 Read the text and answer the questions.

The Story of Agriculture and the Green Economy

The future of our world depends on addressing **global challenges** now. We need to create **sustainable livelihoods**, feed a **growing population** and **safeguard the environment**. We need to make the global economy green.

Farmers are the key to the green economy. They grow the crops to feed, clothe and produce other **renewables** for all of us. They manage the land, safeguard natural resources, and help protect **biodiversity**.

Around the world, agriculture **accounts for** 37% of **employment**, 34% of land use, 70% of water use and up to 30% of **greenhouse gas emissions**. In fact, 97% of

agriculture workers live in **developing countries**, where it is women-farmers who grow the majority of our food.

Growth from agriculture is at least twice more effective in **reducing poverty** than any other sector and it has one of the highest potentials for **mitigating carbon emissions**.

Vocabulary

global challenges — глобальні виклики

sustainable livelihoods — стійкі засоби до існування (заробітки)

growing population — зростаюче населення

to safeguard the environment — охороняти навколишнє середовище

renewables — возобновляемые источники энергии

biodiversity [ˌbaɪəudaɪ'vɜːsɪtɪ]; биоразнообразие, биологическое разнообразие

to account for — відповідати, нести відповідальність; викликати (щонебудь), спричиняти (щонебудь)

employment [im'plɔimənt] — 1) робота 2) зайнятість (робочої сили) greenhouse gas emissions — викиди парникового газу developing countries — країни, що розвиваються reducing poverty — зменшення бідності mitigating carbon emissions — зменшувати викиди вуглецю

Food

We need 70% more food available by 2050. We must increase productivity and reduce waste. We must help farmers share knowledge and access the training and inputs they need to sustainable improve the quality, quantity and diversity of the crops they grow. And we must help them adapt to changing weather patterns to keep soil fertile and to tackle pests.

Vocabulary

to increase productivity – збільшувати продуктивність

to reduce waste – зменшувати відходи (марні витрати)

to share knowledge – ділитися знаннями

inputs – виробничі фактори, задіювані ресурси

quality, quantity and diversity of the crops – якість, кількість та різноманітність культур

fertile – родючий

pest - 1) сільськогосподарський шкідник, шкідлива комаха, паразит

Rural livelihoods

Farmers also need better **access to markets** to get supplies and information and to sell their crops more reliably and affordably, further reducing waste. These include **local storage**, communications and transport systems. This increases the money they earn and creates more jobs. Farmer can use this to reinvest in their farms and pay for better education and healthcare for their families.

Vocabulary

access to markets – доступ до ринків

local storage – місцеве зберігання (склад)

Environment

When existing farms are more productive, **natural habitats** and the biodiversities they support can **remain intact** and forests can continue to capture carbon and reduce overall emissions that really leaded to **climate change**.

Sustainable farming practices, like conservation tillage, also help prevent soil degradation and keep carbon in the soil. And technologies such as drip irrigation can reduce the amount of water farmers need to use.

Vocabulary

natural habitat – рос. естественная среда обитания

to remain intact — залишатися неушкодженим climate change — зміна клімату

Growing sustainably

Agriculture is **essential** to the green economy. Let's **reverse** the big **decline in government spending** and **foreign aid** to agriculture that has been happening since the 1980s. Let's invest in agriculture research and create science-based policies that give farmers a variety of innovative solutions from which to choose. Let's **enhance the agriculture's ability** to create jobs and safeguard the environment. Over the next forty years we need to provide food, water, jobs, housing, education and energy for an extra 158 000 people every day. Let's support sustainable agriculture for a green economy by putting farming first.

Vocabulary

essential – необхідний

reverse – міняти (на протилежний) ; повністю змінювати 2) перевертати decline in government spending – зменшення витрат уряду

foreign aid – іноземна допомога

enhance the agriculture's ability – збільшувати (посилювати) можливість сільськогогосподарства

Answer the questions:

- 1. What does the future of our world depend on?
- 2. How many percent of employment, land use, water use and greenhouse gas emissions does agriculture account for?
- 3. What kind of help do farmers need to support sustainable agriculture and green economy?
- 4. What do we need to do to supply 70% more food available by 2050?
- 5. On what condition can natural habitats and the biodiversities they support remain intact?

Task 3 Read the text and answer the questions.

Ukrainian black soil tilled for private investment

On the **agricultural map** of Ukraine, David Sweere and his Kyiv Atlantic farm's organization are **major players**. Those pushpins represent farms he operates on land leasts or farms he has **processing or distribution agreements**. For him 2008 has been a big year.

"Today we had a good day, we had 189970 \$ of receipts in Kyiv land".

A perfect balance of sunshine and rainfall has enabled black earth belt of Ukraine, long known as the bread basket of Europe, bursting with marketable products.

"The land we are standing on, of course, is **one of the best in the world**: it's deep, it's black, it's good. We have adequate rainfall, we have wonderful sunshine".

American David Swerry started this Ukrainian **operation** almost 20 years ago, a good old Minnesota farm boy on a mission.

"We wanted to make this garden **efficient**. We wanted to introduce cool weather protein high quality genetics, high intensity methodologies and technologies and now-how and I said when we opened this facility we are gonna do it the way it's done back at home. We are gonna have a transparent board that tells the people, first of all, the terms of payment, the price and the conditions. Feeling for **fair prices** and feeling for 24 hour for making the deal were only part of Sweere's **innovations**. His operation doesn't just **buy crops** like say rapeseed used for everything from canola oil to biodiesel fuel. He **tests** them, **processes** them...

"So this is the pulse, this is the heart of the grain elevator"

stores them in his elevators and eventually **sends** them to the market behind his own private locomotive.

I think David Sweere has integrated agricultural operation as a kind of new model for Ukrainian farmers. He has if it were **adopted** across this vast rich country it could relieve hunger over much of the world.

"We have a very big potential, which is utilized, unfortunately for just only 25 percent. To utilize hundred percent of our agricultural potential, we need one important thing – investment".

Leonid Kozachenko, a former Ukrainian minister of agriculture, says **bidders** from China, Saudi Arabia, even the wealthy Italian clothing family Benetton had been **lining up to buy and develop Ukrainian farm land**.

"**Private investment funds**, they are oriented towards Ukraine because they know that this country has a very big potential".

The benefits remain potential because there is another problem. In Ukraine the land problem is that right now, officially, none of it could be bought.

"There is no secret that although there is a **legislative ban on buying the land**, the land is being sold and by the time when this, you know, moratorium will be lifted, the legislative moratorium, I'm afraid there will be no land left for, you know, selling".

In the mean time, local food shoppers are **seeing the least direct benefit**. With Ukraine's farm products now in the international markets, world demands from local supply in setting prices. In 2008 Ukraine food inflation had close to 50% in annual rate before sliding back to more than 30% and **prices remain high**. But overall the harvest is good news for Ukraine. High global prices for grains are adding billions of dollars on credit side of the county's international trade account. But for now when it comes to **helping the domestic economy** or **feeding the world**, the line from Ukraine, take it optimistically or pessimistically, you ain't seeing anything yet.

Vocabulary

agricultural map — сільськогосподарська карта
major players — головні гравці
processing or distribution agreements — угоди з обробки або поширення
receipts — надходження
perfect balance of sunshine and rainfall — ідеальний баланс світла і опадів

bread basket of Europe – житниця Європи

one of the best in the world – один з кращих в світі

operation 2) A business or company can be referred to as an operation.

efficient – ефективний

fair prices – справедливі ціни

innovations – інновації

to buy crops – купувати культури

to test – перевіряти

to process - переробляти

to store - зберігати

to send - відправляти

to adopt - приймати

a bidder - особа, що виступає на торгах, покупець

line up to buy and develop Ukrainian farm land – ставати в чергу, щоб купити і розвивати українську сільськогосподарську землю

private investment funds – приватні інвестиційні фонди

legislative ban on buying the land – законодавча заборона на купівлю землі

to see the least direct benefit — бачити найменше прямої вигоди prices remain high — ціни залишаються високими to help the domestic economy - допомогти вітчизняній економіці to feed the world — нагодувати світ

Answer the questions:

- 1. What enabled black earth belt of Ukraine, long known as the **bread basket of Europe**, burst with marketable products?
- 2. What does David Sweere's operation do?
- 3. From what countries had bidders been lining up to buy and develop Ukrainian farm land?
- 4. Why are **private investment funds** oriented towards Ukraine?

Task 4 Read the text and answer the questions.

Make meaning in your company

The first thing I <u>figured out and learned</u>, sometimes the hard way, about <u>entrepreneurship</u> is that <u>the core, the essence</u> of entrepreneurship is about <u>making meaning</u>. Many, many people <u>start companies</u> to <u>make money</u> – a quick flip, a <u>dotcom phenomenon</u>. And I have noticed it in both the companies that I started and founded and been associated with, that those companies, that are fundamentally <u>founded to change the world</u>, to make the world a better place, to make meaning are the companies that <u>make a difference</u>, they are the companies to <u>succeed</u>.

My <u>naive and romantic belief</u> is that "If you make meaning you'll probably make money" but if you **set out** to make money, you'll probably not make meaning and you won't make money.

So my first thought is you need to make meaning. That should be the core why you start a company.

There are three ways to make meaning. The first is **to increase the quality of life**. My **backup** is a *Macintosh* division of *Apple* computer and I can tell you, with total certainty, that we were not **motivated** by making money. We were motivated by changing the world, to make people more **creative** and more **productive**. We were trying to increase the quality of life for the *Macintosh* user. And that was a great motivation that kept us going though many, many difficult periods. We were waking up in the morning thinking how we could change people's lives.

The second way to make meaning is <u>to right a wrong</u>. (You know, this fish is gonna die after jumping out) But to right a wrong means that you find something that is wrong in the world, you notice something that is wrong and you want to **fix** that. That might be particularly applicable to **not-for-profits** where, you know, there is **pollution**, there is **crime** or there is **abuse**. The core is to end that wrong.

The third way to make meaning is **to prevent the end of something good**. You see something beautiful and something wonderful and you just <u>can't stand the fact</u> it's being **eroded**, it's being changed and it's being ruined.

So I ask you, as you start your companies – your not-for-profits, your churches, your schools, whatever you are starting – please, have one of those motivations, one or more of those motivations. If you don't have one of those motivations, I suggest that you **rethink** what you are doing. I think these three are the **key** to starting reorganization.

Vocabulary

figure out 2) розуміти, осягати1) обчислювати, підраховувати

learn [lɜ:n] (learned [-d], learnt) 1) вивчати, вчити (що-небудь) ; учитися, навчатися (чому-небудь) ; засвоювати; учитися 2) дізнаватися

entrepreneur [эпtrәргә'nз:] ; 1) підприємець; власник підприємства 2) антрепренер; улаштовувач концертів 3) підрядник

entrepreneurship [эпtгәргә'пз:ʃip] підприємництво

core I [kɔ:] 1) серцевина; ядро; внутрішність, середина rotten to the core — наскрізь прогнилий 2) суть, сутність

essence [es(ə)ns] 1) сутність, суть іп essence — по суті 2) сутність ; субстанція 3) квінтесенція; вершина (чого-небудь)

to start a company – заснувати компанію

to make money – заробляти гроші

meaning I ['mi:nin] 1) значення; зміст, смисл 2) намір, мета, задум

dotcom company = dot-com company компанія, основна частина діяльності якої пов'язана з Інтернетом; компанія, що реалізує свою продукцію (товари або послуги) через Інтернет

phenomenon [fi'nominən] ; (pl- mena) 1) явище, феномен () ; об'єкт чуттєвого сприйняття 2) незвичайне явище, феномен; диво

found I [faund] ; пошук, розвідка II [faund] 1) засновувати (місто) ; закладати (фундамент) 2) засновувати; створювати

to change the world – змінити світ

<u>make a difference</u> позитивно вплинути на щось, зробити добру справу, принести користь, мати значення, змінити ситуацію

succeed [sək'si:d] 1) досягти мети, домогтися 2) процвітати; мати успіх a naive and romantic belief – наївне та романтичне переконання set out 8) мати намір, збиратися (що-небудь робити)

to increase the quality of life — збільшувати (підвищувати, підсилювати) якість життя

back up 1) підтримувати; підтверджувати

motivated – зацікавлений, вмотивований

creative [kri'eitiv] – творчий, креативний

productive [prə'dektiv] 1) продуктивний

<u>to right a wrong</u> – виправити зло, відновлювати справедливість; компенсувати шкоду

to fix - уладнати, залагоджувати, вирішувати, розв'язувати (конфлікт, проблему)

not-for-profit некомерційний, не призначений для отримання прибутку not-for-profit institution некомерційна установа соціальної сфери (але не належить державі)

pollution [pə'lu: $\int (a)n$] 1) забруднення; забруднення навколишнього середовища

crime [kraim] 1) злочин 2) злочинність

abuse [ə'bju:s] 1) лайка; образа to exchange abuse — ображати один одного 2) погане або жорстоке ставлення

to prevent the end of something good — запобігти закінченню чогось хорошого

<u>can't stand the fact</u> – неможливо витримати, миритися з фактом **erode** [i'rəʊd] 1) роз'їдати, руйнувати (поступово) ; підривати, псувати

rethink – продумати заново; переглянути колишню думку, рішення

key [ki:] ключова позиція (що забезпечують доступ, вхід, контроль) вірний шлях (до чого-небудь), ключ

Match the words to form expressions:

1. to start	a. money
2. make	b. a company
3. make	c. the world
4. make	d. a difference
5. to change	e. the quality of life
6. to increase	f. a wrong
7. to right	g. meaning

Answer the questions:

- 1. What is the core, the essence of entrepreneurship about?
- 2. What is the author's naive and romantic belief?
- 3. What are three ways to make meaning?

Part II. Working on signs and symbols in communication of future managers-agrarians. Preparing graphs to communicate meaning. Preparing symbolic metaphors to communicate meaning.

Теоретична частина

При проведені презентацій, менеджерам-аграріям необхідно вміти успішно донести інформацію до слухача, обґрунтувати власну позицію та заручитися підтримкою власних ідей стосовно наступних кроків підприємства. В таких ситуаціях, лише доречні та правильно складені форми візуалізації допомагають менеджеру, інші ж можуть заплутати слухачів, вимагають додаткових пояснень.

Графічна форма представлення інформації найкраще сприяє тому, щоб без трудомісткого та тривалого ознайомлення з текстовою інформацією, проаналізувати факти та зробити висновки. Фахівці звертають особливу увагу на таку важливу форму комунікації як діаграми, що допомагають чітко та ефективно висловлювати думки та доносити ідеї.

Майбутньому менеджеру-аграрію потрібно навчитися правильно обирати тип діаграми відповідно до основної ідеї візуалізації та типу порівняння даних, що відповідає цій ідеї (покомпонентне, позиційне, часове, частотне й кореляційне).

Це доцільно робити за наступною схемою. Спочатку визначається ідея візуалізації, тобто що (які дані) потрібно відобразити. На основі ідеї визначається тип порівняння даних. Відповідно до типу порівняння даних обирається тип діаграми (рис. 1).



Рисунок 1 – Алгоритм переходу від ідеї до вибору типу діаграми

У випадку, коли потрібно відобразити відсоток від цілого, йдеться про покомпонентне порівняння даних, що зазвичай вимагає кругової діаграми. Коли треба показати розташування об'єктів – позиційне порівняння даних – зазвичай, потрібна лінійчата діаграма. Коли вказують на зміни в часі — це часове порівняння даних, і, як правило, потрібна гістограма або графік, в залежності від обсягу інформації. Якщо є потреба відобразити об'єкти в інтервалах — частотне порівняння даних — зазвичай, використовується гістограма або графік. Коли показують залежність між змінними — кореляційне порівняння даних — зазвичай, потрібна лінійчата діаграма або точкова. Тобто, різні типи діаграм найкраще пристосовані для ілюстрації різних типів порівняння даних (рис. 2).

TUTIO HOPIBHAHHA HONOMIOHEHTHE HOSHILITED HOSHILITED

Рисунок 2 – Ілюстрація різних типів порівняння даних

Однак, менеджерам-аграріям потрібно знати та використовувати як ці закономірності застосування діаграм, відображені в таблиці, так і багато суттєвих деталей та відхилень від даних закономірностей.

Наприклад, долі цілого (покомпонентне порівняння даних) більш наочно відображаються за допомогою кругових діаграм, ніж за допомогою лінійчатих діаграм або гістограм, однак коли потрібно порівняти компоненти декількох цілих, вважається більш доцільним використовувати лінійчату діаграму або гістограму (рис. 3).

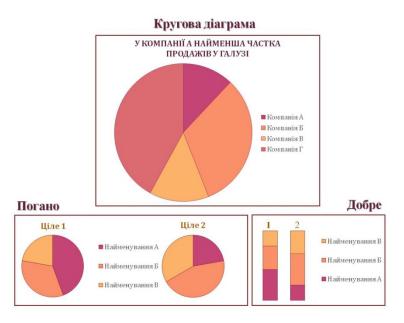


Рисунок 3 – Зображення доль цілого в круговій діаграмі та гістограмі

Однак, у доповідях та презентаціях менеджерам-аграріям необхідно не лише володіти способами представлення кількісної інформації у вигляді діаграм, але й вміти виражати ідеї некількісного характеру такі, як взаємодія, вплив, перешкоди й взаємозв'язки, або такі поняття, як структура, послідовність і процес. Тобто майбутній менеджер-аграрій повинен знати та вміти застосовувати зображення, які поділяються на дві великі категорії: "візуальні концепції" (рис. 4), що складаються із абстрактних геометричних форм (стрілок, кіл, трикутників і т.д.) і "візуальні метафори", які включають предмети побуту - сходи, лабіринти, головоломки тощо.



Рисунок 4 – Візуальна концепція короткострокового плану

Таким чином, у пошуку візуального розв'язання проблеми комунікації майбутнім менеджерам-аграріям потрібно вміти використовувати різноманітні

зображення, що розкривають поняття з різних боків, потрібно обирати знаки та символи відповідно до основної ідеї та мети комунікації.

Tasks

Note

Component-wise data comparison shows the size of each component as a percentage of the whole. The word "part", "share", "percentage of the whole", "half", "quarter", "was X%", indicate component-wise data comparison.

Positional data comparison shows the correlation, the difference between the objects. The keywords for this type of data comparison are "exceed" ("over"), decrease ("less than"), "the same" ("is equal").

The temporal comparison involves focusing on the change of indices over time. The keywords for this type of data comparison are "vary", "increase", "decrease", "change" etc.

Frequency data comparison facilitates the determination of subjects in a certain area of numerical values. The frequency comparison is used, for example, to show how many residents of a particular community belong to the age group up to 18 years, how many - from 18 to 30, 30 to 42 and so on. Typical for this type of data comparison are expressions like "within the range from A to D", "in the structure", "concentration", "sharing".

Correlation comparison shows the presence or absence of relationship between two variables (for example, sales and profits, discounts and volume of sales etc). Presence in the formulation of the idea of such words as "belongs to", "linked", "increases when (with)", "falling under (in case)", "change when (with)" or "does not increase when (in the case)" etc., indicates the correlation data comparison.

Task 1 Identify types of data comparison, which correspond to the following presentation ideas (messages).

- A. Component-wise data comparison
- B. Positional data comparison

- C. Temporal data comparison
- D. Frequency data comparison
- E. Correlation data comparison
- 1. In September, sales of crops made (formed) the largest *share* in the total volume of sales of the agricultural company.
 - 2. In October, sales of crops *exceeded* sales of technical and fodder crops.
 - 3. Sale in May *grew* steadily.
 - 4. Investments in the second quarter *decreased* compared to the first one.
- 5. Market *share* of the agricultural enterprise in 2013 is less than 15% of the market area.
- 6. *Half* of the resources of the agro-industrial corporation were obtained from these sources.
- 7. The receipts of the agro-industrial enterprise for the first and the second quarter of the half-year are about *the same*.
- 8. In the third quarter, the agreements for the purchase of agricultural machinery envisaged spending *from one to two* million UAH.
- 9. Profitability of foreign investment over the past two years has considerably *increased*.
 - 10. During the last five quarters interest rates *varied* as follows.
- 11. The insurance sum does not *increase in case* of the company income growth.
 - 12. The *majority* of the crop has been realized for 2-4 months.
- 13. The proceeds from the sale of grain in September demonstrate the *interconnection between* sales and experience of managers-agrarians.
 - 14. The *age structure* of the product consumers in the region are as follows...
 - 15. Salaries of managers *depend* on the volume of sales.

- **Task 2** Which of the graphs will you apply in your presentation for presenting these ideas (messages).
- A. Circle graph
- B. Line graph
- B. Histogram or curve graph
- G. Line or point graph
- 1. The insurance sum *grows* with the increase of the company property amount.
- 2. A quarter of all credit debts is already paid.
- 3. Arable land area of the company significantly *increased*.
- 4. The company's *share* of profits from the sale of these products does not exceed 10%.
- 5. Most top-managers of the corporation have been working for the company from 2 to 6 years.
- 6. Revenues from sales of poultry products *rank third* among the total revenues of the agro-industrial corporation.
- 7. During the past two years, investment in this sector has been steadily increasing.
 - 8. Staff turnover in the two departments is roughly *the same*.
- 9. During the last year, the return on foreign investment has *increased* significantly.
 - 10. The price category of this product is from 50 to 80 UAH. / Kg.
- 11. During the last five months of revenue from the sale of these products *varied* as follows.
- 12. The *age structure* of our company staff is different from the corresponding structure of the competitor as follows...
- 13. The receipts from the sale of industrial crops in October indicate the relationship between the volume of sales and the new system of discounts.
 - 14. Salaries of managers grow with the increase of the number of contracts.
- 15. Last month profits from the sale of livestock products accounted for the largest *share* of the total profits of the agro-industrial corporation.

Part III. Working on psychology application in communication of future managers-agrarians. Psychological techniques application in managers-agrarians' communication.

Theoretical part

Communicative competence training techniques are aimed at acquiring the following skills: 1) the ability to make contact; 2) the ability to ask questions; 3) ability to conduct "small talk"; 4) the ability to inspire a partners to clarify his/her position, proposals etc.; 5) the ability to hear and understand what is meant by a partner in communication; 6) the ability to perceive and understand what the partner is not able to express.

At the classes of a foreign language, students learn to correctly compose different types of interrogative sentences: special questions, general questions, alternative and disjunctive ones. The training of communicative competence also teaches to make **questions** properly, but from communicative rather than grammatical and side. We suggest combining these processes in professional training at universities in order to ensure readiness for the application of questions in communication rather than a formal ability to make an interrogative sentence.

According to the communicative function, questions are divided into open-ended, closed and alternative. The training of communicative competence focuses on the development of technology for open-ended questions. Psychologists say that the abuse of alternative and closed questions is a communicative problem. Within the technique of asking questions we can do conditionally-communicative and communicative exercises of receptive-reproductive and productive nature.

Another aspect of the training of communicative competence is small talk – a relaxed, pleasant conversation about family affairs, hobbies, funny events. The purpose of small talk is to create a favorable psychological atmosphere, to lay the foundation of trust and to renew mutual sympathy and trust. The training techniques used four small talk are: "citation of the partner", "positive statements",

"informing" and "an interesting story". We believe that it is necessary and absolutely realistic to each future managers-agrarian, in the process of professional training, to use the above mentioned techniques. In fact, the technique "citation of the partner" is a conditionally-communicative, receptive-reproductive exercise, and "positive statements", "informing" and "an interesting story" are communicative, productive exercises. The small talk technique does not only provide an effective tool of communication, but also offers its semantic content, that answers the questions of "how" and "what" to talk about.

The technique of **uttering** or **repetition** (verbalization of the first degree) is a literal repetition of a partner's statements. It is worthwhile to apply a pre-introductory phrase such as "As far as I understand", "You think" etc.

The technique of **paraphrasing** (verbalization of the second degree) provides reproduction of a partner's statements in brief or generalization, brief formulation of the most significant information. It is appropriate to use the introductory phrase "In other words, you think ...", "As far as I understand, you main idea is ..." etc.

The technique of **idea interpretation and development** (verbalization of the third degree) is a logical consequence derivation from what the partner said or suggesting assumptions about the causes of expression. In this case, you can say, "Perhaps you think so because ...", "Based on what you said ..." etc. At the foreign language classes, the technique may be used as receptive-reproductive, communicative and conditionally-communicative exercises (Fig.1).

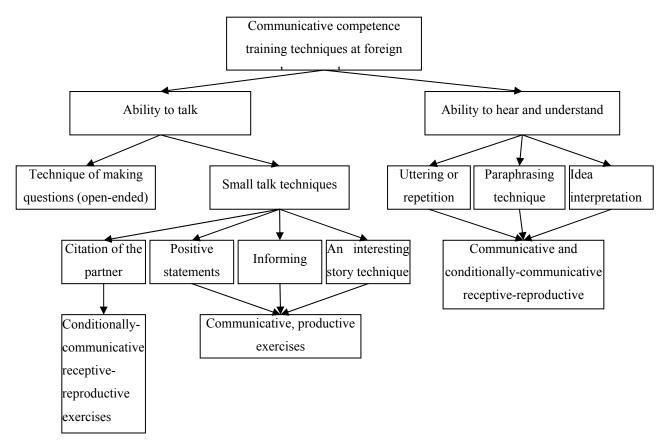


Figure 1 Psychological communicative competence training techniques at the classes of a foreign language

To build effective communication managers-agrarians must be able to regulate the emotional strain of communication partners and their own emotions. The above mentioned techniques allow to take into account the following factors in the regulation of emotional strain in communication.

Factors regulating emotional strain in communication

Factors reducing emotional stress in	Factors increasing emotional stress in
communication	communication
1. Underlining similarities with the	1. Underlining the differences
partner (the similarity of interests,	between oneself and the partner in
goals, attitudes, personality traits,	communication.
etc.).	2. Humiliation of the partner,
2. Underlining the importance of a	negative assessment of his
partner, his/her point of view for	personality, belittling his
you.	contribution to the common work

- 3. Verbalization (expression in speech) of one's own emotional state or the emotional state of the partner.
- 4. Manifestation of interest to the problems of the partner.
- 5. Providing the partner with the opportunity to speak.
- 6. Immediate recognition of one's fault, in case of being,
- 7. Providing concrete proposals to ways out of a problem.
- 8. Application to the facts.
- 9. Calm and confident speaking rate.
- 10. Maintaining optimum distance between the partners in communication, the angle of turn and tilt of the body.

- and exaggerating the value of one's own work.
- 3. Ignoring of one's own emotional state and the emotional state of the partner.
- 4. Demonstration of indifference to the problems of the partner.
- 5. Interrupting the partner.
- 6. Objecting being wrong or delaying the moment of its recognition.
- 7. Seeking the guilty and accusing the partner of communication.
- 8. Switching to "personality"
- 9. Sudden acceleration of the rate of speech.
- 10. Avoiding spatial proximity and eye contact between partners.

Practical part

- **Task 1** *. You are getting acquainted with a business partner. Ask about his hobby and emphasize similarities of your hobbies.
- * Psychologists say that "small talk" can improve one's mood and make a partner talk. To learn how to conduct such a conversation, you must listen to a partner carefully and remember not only the business information which he/she provides. In case a partner feels an interest to himself/herself by means of small talk, it will considerably improve the process and results of business communication.

Task 2

You are the manager of a company. Your subordinates have had a conflict. Discuss with each of the participants his/her vision of the conflict. Emphasize the importance of his/her point of view for you and similarities in your opinions.

Task 3

You (the manager) came to an important scheduled meeting with the owner of the company and you see that he was very anxious and angry after his previous meeting. Express your understanding and compassion and emphasize the importance of your future conversation.

Task 4

You are the manager of an agricultural enterprise. The owner of the company has instructed you to meet with land owners about the payment delay. Explain reasons for the delay to the land owners, express understanding of their dissatisfaction, and arrange payment time constraints, the optimum for both sides.

Task 5

You are meeting potential investors of the company. Your task is to evoke the wish of the visitors to invest in your business. Make a brief and interesting presentation of the company.

Task 6

You, by mistake, accused a subordinate of disrupting contract signing. Apologize and explain the reason for your mistake, indicate positive characteristics of the employee's work.

Task 7 *

You, the manager of an agricultural enterprise, conduct an interview with a potential employee and have a suspicion that he has ulterior motives for working at

this company. Using open-ended questions (that involve a spreading answer, not just "yes" or "no"), find out his true motives.

* In terms of psychology, in this exercise, at the moment when the original version is not supported it becomes difficult to imagine what was intended. In this case, the search for new versions requires a considerable intellectual tension and the greatest possible amount of information that makes it possible to verify the value of open-ended questions for understanding a partner in communication.

Task 8 *

You are at a meeting with the head (owner) of the company. You have been given a lot of tasks, some of which you do not entirely understand. Specify the content of the tasks. Start with a literal repetition of the partner's statements, apply introductory phrases such as "As you understand ...", "You think ..." etc.

* In terms of psychology, repetition of the partner's words helps to focus on his/her words. Repetition contributes to better understanding of what was said, while it does not mean that you necessarily agree with it.

Task 9

You are meeting with the chief agronomist on determining the possible efficiency of crops. Your partner in communication long and somewhat confusingly tells you about the terms of cultures fertility. Specify what was said, by reproducing the partner's remarks in a brief form. Briefly specify the most significant of what was said by the partner, using an introductory phrase like "In other words, you think ..." "As far as I understand, your main idea is ..." etc.

Task 10

You need to found friendly relationships with another manager of the agricultural enterprise. Ask him/her about family and hobbies, emphasize on similarities between you.

Task 11 *

Your subordinate avoids doing a responsible task alleging some personal problems. Find out the causes of refusal in the process of communication. Express your assumptions, previously saying "Perhaps you think so because ...", "Based on what you said ..." etc.

* In terms of psychology, it is appropriate that the interpretation of a partner's words implies doubt, because it is easier for people to talk about the goals and reasons for their actions under certain assumptions.

Task 12

Your subordinates came to work in a gloomy mood. Refer to each of them during the day with a positive statement of the facts of his/her live.

Task 13

You have recently hired a talented but somewhat diffident employee. Point out the best qualities of his/her work.

Task 14

An employee of your agricultural enterprise speaks out rudely about the other. Find out the reasons for such statements paraphrasing what was said in a polite form. Start with a phrase like "In other words ...", " As far as I understand...".

Task 15

Draft contract for the purchase of agricultural machinery, which has been prepared by your subordinate contains many significant flaws, and there is little time

left for doing it over again. Point out the shortcomings of the contract to the subordinate and motivate him/her for quick and efficient work, indicate the assets of his work.

Task 16

The agro industrial association, where you work as a manager, is going through a difficult process of reformation. Carry out a business meeting with investors and managers of processing plants. With the growth of emotional strain, precisely name emotional states of discussion participants; specify what is said, briefly recreating statements of discussion participants; state the positive facts of association work; briefly and clearly define the problems and objectives of further reformation.

The tasks for independent work

Task 1

You are the manager of an agricultural enterprise. Prepare an e-mail to business partners with proposals for cooperation improvement.

Task 2

You are preparing for a business meeting with a partner for your enterprise. You and your future interlocutor are very different in psychological type (type of mentality). Make a list of similar and different features among you in order to emphasize and use similarities in the process of communication and avoid misunderstandings because of differences.

Task 3

Prepare a written appeal to the owners of land shares of your agricultural enterprise. Thank for the previous cooperation and lay out the conditions of your future cooperation, explain in details possible reasons for changes.

Task 4

You are the manager of a large agro-industrial association, which requires substantial reform. You need to prepare for complicated, emotionally intense negotiations and meetings with stakeholders, land owners and managers of processing plants that make up the association. Make a list of possible emotional states names of positive and negative nature to be able to verbalize them precisely and reduce emotional strain *.

* Psychologists emphasize the inappropriateness of emotional states ignoring in communication and the importance of their qualifying and recognition. In case when emotional states are determined, recognized and called, they become less intense and are no longer an obstacle to understanding between partners in communication and understanding of himself/herself for each of the partners.

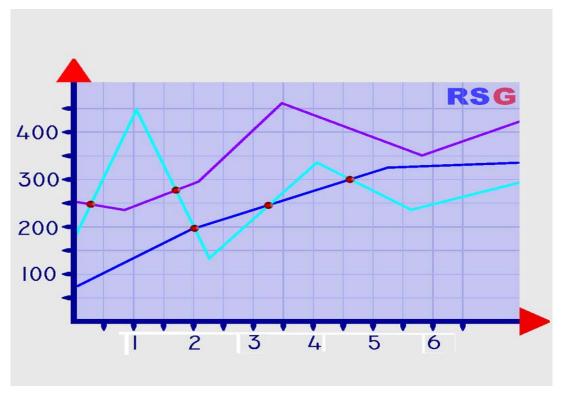
Task 5

Competition "Emotions vocabulary"

Make the most complete list of emotions. Give examples to demonstrate the difference between words with similar meanings.

Part IV. Usage of diagrams in managers' communication Theoretical part

A **diagram** is a <u>two-dimensional geometric</u> (can be three-dimensional also) symbolic <u>representation</u> of <u>information</u> according to some <u>visualization</u> technique. They have been used since ancient times but became more prevalent during the Enlightenment. Sometimes, the technique uses a <u>three-dimensional</u> visualization which is then <u>projected</u> onto the two-dimensional surface. The word <u>graph</u> is sometimes used as a <u>synonym</u> for diagram.



The term diagram in its commonly used sense can have a general or specific meaning:

- *visual information device*: Like the term "illustration" the diagram is used as a collective term standing for the whole class of technical genres, including graphs, technical drawings and tables.
- *specific kind of visual display*: This is the genre that shows qualitative data with shapes that are connected by lines, arrows, or other visual links.

In science the term is used in both ways. For example Anderson (1997) stated more generally: "diagrams are pictorial, yet abstract, representations of information,

and maps, line graphs, bar charts, engineering blueprints, and architects' sketches are all examples of diagrams, whereas photographs and video are not". On the other hand Lowe (1993) defined diagrams as specifically "abstract graphic portrayals of the subject matter they represent".

In the specific sense diagrams and charts contrast with computer graphics, technical illustrations, infographics, maps, and technical drawings, by showing "abstract rather than literal representations of information". The essence of a diagram can be seen as:

- a *form* of visual formatting devices
- a *display* that does not show quantitative data (numerical data), but rather relationships and abstract information
- with *building blocks* such as geometrical shapes connected by lines, arrows, or other visual links.

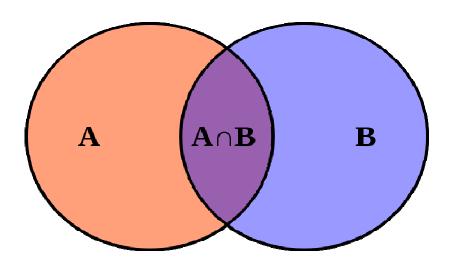
Or in Hall's (1996) words "diagrams are simplified figures, caricatures in a way, intended to convey essential meaning". These simplified figures are often based on a set of rules. The basic shape according to White (1984) can be characterized in terms of "elegance, clarity, ease, pattern, simplicity, and validity". Elegance is basically determined by whether or not the diagram is "the simplest and most fitting solution to a problem".

Main diagram types

There are at least the following types of diagrams:

a) Graph-based diagrams: these take a collection of items and relationships between them, and express them by giving each item a 2D position, while the relationships are expressed as connections between the items or overlaps between the items. Examples of such techniques:

diagram is A Venn diagram or set a diagram that shows all possible logical relations between a finite collection of sets. Venn diagrams were conceived around 1880 by John Venn. They are used to teach elementary set theory, as well illustrate simple relationships set as in probability, logic, statistics, linguistics and computer science.

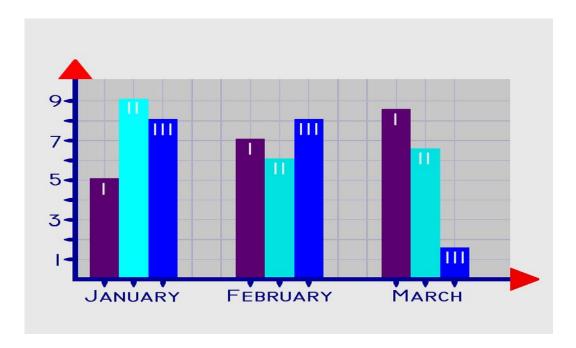


This example involves two sets, A and B, represented here as coloured circles. The orange circle, set A, represents all living creatures that are two-legged. The blue circle, set B, represents the living creatures that can fly. Each separate type of creature can be imagined as a point somewhere in the diagram. Living creatures that both can fly *and* have two legs—for example, parrots—are then in both sets, so they correspond to points in the area where the blue and orange circles overlap. That area contains all such and only such living creatures.

b) Chart-like diagram techniques, which display a relationship between two variables that take either discrete or a continuous ranges of values. Examples of such techniques:

<u>A histogram.</u> In statistics, a **histogram** is a graphical representation of the distribution of data. It is an estimate of the probability distribution of a continuous

variable and was first introduced by Karl Pearson. A histogram is a representation of tabulated frequencies, shown as adjacent rectangles orsquares (in some situations), erected over discrete intervals (bins), with an area proportional to the frequency of the observations in the interval. The height of a rectangle is also equal to the frequency density of the interval, i.e., the frequency divided by the width of the interval. The total area of the histogram is equal to the number of data. A histogram may also be normalized displaying relative frequencies. It then shows the proportion of cases that fall into each of several categories, with the total area equaling 1. The categories are usually specified as consecutive, non-overlapping intervals of a variable. The categories (intervals) must be adjacent, and often are chosen to be of the same size. The rectangles of a histogram are drawn so that they touch each other to indicate that the original variable is continuous.

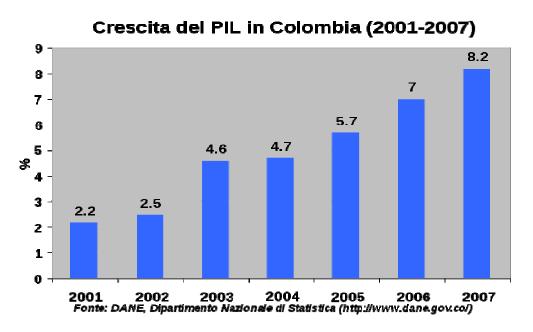


Histograms are used to plot the density of data, and often for density estimation: estimating theprobability density function of the underlying variable. The total area of a histogram used for probability density is always normalized to 1. If the length of the intervals on the *x*-axis are all 1, then a histogram is identical to a <u>relative frequency</u> plot.

An alternative to the histogram is kernel density estimation, which uses a kernel to smooth samples. This will construct a smooth probability density function, which will in general more accurately reflect the underlying variable.

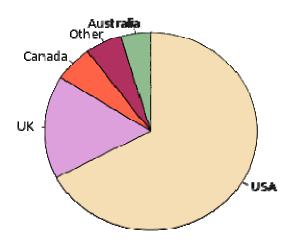
The histogram is one of the seven basic tools of quality control.

c). <u>Bar graph</u> is a chart that uses either horizontal or vertical bars to show comparisons among categories. One axis of the chart shows the specific categories being compared, and the other axis represents a discrete value. Some bar graphs present bars clustered in groups of more than one (grouped bar graphs), and others show the bars divided into subparts to show cumulate effect (stacked bar graphs). Bar graph can be drawn horizontally or vertically.

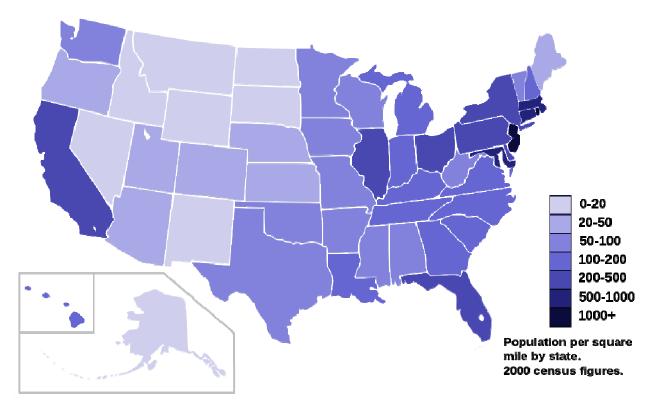


d) A pie chart is a circular chart divided into sectors, illustrating numerical proportion. In a pie chart, thearc length of each sector (and consequently its central angle and area), is proportional to the quantity it represents. While it is named for its resemblance to a pie which has been sliced, there are variations on the way it can be presented. The earliest known pie chart is generally credited to William Playfair's *Statistical Breviary* of 1801.

Pie charts are very widely used in the business world and the mass media. However, they have been criticized, and many experts recommend avoiding them, pointing out that research has shown it is difficult to compare different sections of a given pie chart, or to compare data across different pie charts. Pie charts can be replaced in most cases by other plots such as the bar chart.

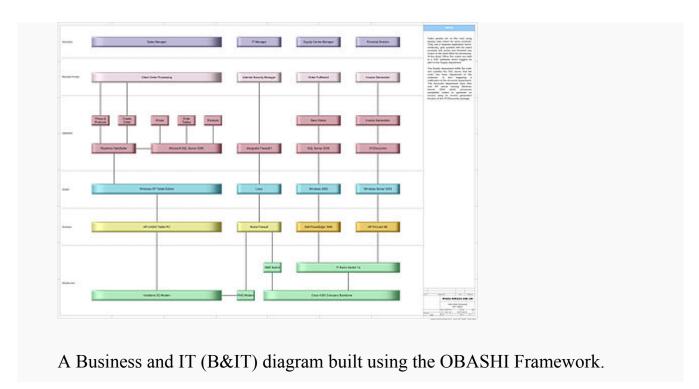


e) Schematics types of diagrams. Example: Population density (in agriculture: standing stock and standing crop) is a measurement of population per unit area or unit volume; it is a quantity of type number density. It is frequently applied to living organisms, and particularly to humans. It is a key geographic term.



3. Specific diagram types

a) The OBASHI methodology provides a framework and method for capturing, illustrating and modeling the relationships, dependencies and dataflows between business and Information technology (IT) assets and resources in a business context.



It is a formal and structured way of communicating the logical and physical relationships and dependencies between IT assets and resources (Ownership, Business Processes, Applications, Systems, Hardware, and Infrastructure) to define the business services of a modern enterprise.

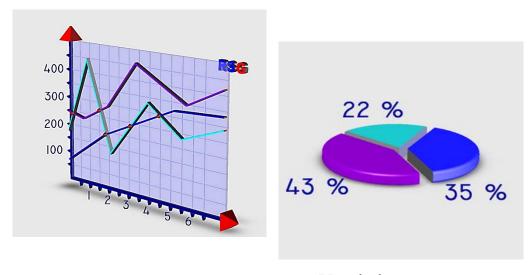
The name *OBASHI* is a licensed trademark of OBASHI Ltd.

b) Stock chart. Stock chart reflect data sets from multiple values (for example, the opening price of the stock exchange, the closing price, the maximum and the minimum price of a certain time interval). Used to display stock data: stock quotes or currency, data supply and demand.



Schedule "Candlestick" currency pair dollar-Swiss franc

c) Spatial or three-dimensional diagrams are voluminous analogs five basic types of two-dimensional graphs: linear, charts, areas, histograms (columnar and linear) circular. Image in bulk form simplifies the understanding of information. These diagrams look convincing. Difficulty in creating a three-dimensional diagram is correctly displayed according to the theme chart.



Vocabulary

diagram – діаграма, схема, графік

technique – техніка, спосіб, метод

graph – графік, крива, діаграма

bar graph – гістограма

A pie chart – кругова діаграма

Schematics types of diagrams — схематичні типи діаграм

Stock chart – біржові діаграми

Spatial or three-dimensional diagrams – просторові або 3-D діаграми

Practical part

Construct a diagram in accordance to the tasks in Part III.

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