

Public Managers Profile and their Essential Role in the Changing Process from Public Institutions and Administrative Structures

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Abstract: The article includes the results of a special survey developed by the author during the last three years. The main objective of this research was to identify the particular aspects of the management style strongly influenced by the behaviors and psychological profiles of the civil servants. The specific objective was to discover how to motivate human resources from public institutions to be very effective and to obtain the highest performance.

Key words: public manager, performance, leadership, competencies, flexibility, diversity, creativity, innovation, efficiency, results orientation.