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Leaders of new generation: their features, problems of preparation

Slide 2

Peculiarities of activity conditions of leaders in XXI century:

- **Increasing of technologies and innovations**
- **Necessity of constant study and instant reaction to changing conditions**
- **Changes in employees motives and intentions**

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- **leadership art must be studied in the place of its use and with taking into account special surrounding conditions**
- **Training of a leader must be carried out according to specific features of his team**
- **Leader lessons are better taken when they are given by people who have authority and respect among trainees**
- **Leaders must learn (study at) from leaders**

Method «story telling» at leader teaching:

- ❖ **Is based on concrete examples from the life of a leader**
- ❖ **Allows succeeding in getting great results through giving leader's experience**
- ❖ **Doesn't take much time and doesn't need special preparing**

Criteria of the method «story telling»:

- ✓ **Concrete direction**
- ✓ **Conformity of a «story» with participants' level**
- ✓ **Authority of the teller**
- ✓ **Dramatic elements**
- ✓ **Great cognitive value**

*The ways of overcoming present difficulties by
leaders – managers:*

- **creating separate group structure organization with a number of local leaders performing various tasks**
- **using command methods of work or transferring to a project managing system**
- **consolidating top – managers into a united team of followers**
- **«infecting» the whole enterprise with the spirit of a united team**

What is the leader's team?

- this is a group of two or more people interesting and coordinating their work in order to reach a common aim**
- it is the way of constructing an organization with taking into account real qualities of its of employees for reaching maximum effect**
- it is a group of people who can complement and interchange each other**

Distinguishing features of leader's team:

- ✓ **Full cooperation in work**
- ✓ **Routine procedure of cooperation**
- ✓ **Deeply thought positioning of participants**
- ✓ **Members of a team are interchangeable**
- ✓ **Members of reaching common goals**
- ✓ **Common point of view a situation**

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- **According to opinion polls KGI (2012) carried out in 30 countries (one million, six hundred eight thousand people) 38 per cent of people were not satisfied with a style of managing**

- **63 per cent of questioned leaders say that they prefer «democratic», «empathic» styles of managing but in practice really use the less preferable «authoritarian» style.**

Factors of forming confidence:

❖ **Competence**

❖ **Wholeness**

❖ **Good will**

❖ **Openness**

❖ **Reliability**

❖ **Persistence**

Factors ruining confidence:

✓ **Incompetence**

✓ **Corruption (bribability)**

✓ **Ill will**

✓ **Hostility**

✓ **Unreliability**

✓ **Incoherence**