

## Секция 8

# ПРОБЛЕМЫ МЕНЕДЖМЕНТА ПРЕДПРИЯТИЙ И ИННОВАЦИОННОГО УПРАВЛЕНИЯ ТРУДОМ

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## THE PHENOMENON OF LEADERSHIP AND THE QUALITY OF A MODERN LEADER

In the concept of leadership lies the essence, the *modus vivendi* and *operandi* of each person who in an organized social structure occupies the elevated position of leadership in relation to the rest of the group.

For decades, many books have been written to explain the essential qualities underlying this concept, and in this paper I will focus on the vision that, according to the Italian cultural vision, underlies the figure of the leader.

The leader is the person who has the ability to influence and guide a group, both through his own instructions and through the example that he shows by his own actions.

Such a figure has to possess the synthesis of multiple qualities, such as commitment, courage, motivation and ambition, the ability to express authority and humility at the same time, but also communication and listening advanced skills.

A good leader must always have clear the goal and the way how to achieve it, and his behaviour must be an inspiration for the actions of others.

He always has to draw on his own values as a guide in decisions, behaviour and relationships with others, being able to obtain respect and trust from the subjects with whom he relates.

His strong character must be like a sturdy ship through which to withstand any „storm“ that life may present. In fact, the ability to resolve crisis and conflict situations must be the basis of a modern leader.

The concept of leadership, while presenting unchanging and unchanged characteristics over the centuries and millennia, has in any case been partially shaped by the evolution of society and culture.

Among the most important changes that in my opinion have partly modeled the figure of the leader in the last decades, there is his partial „humanization“.

The modern leader in the twenty-first century is more and more often a subject who, while continuing to play a role of command and guide, in order to successfully exercise his influence and power, needs to relate to other subjects through an increasingly horizontal relationship rather than vertical, with a dual purpose: to strengthen his legitimacy by other subjects and to create with them a relationship of trust that is stable and lasting, at the basis of which there is the recognition of the leadership.

It's a pity, there is still no common understanding of leadership, as the concepts diverge. Leadership is considered both as a stable personality quality, as a form of behavior, and as a time-prolonged process of interaction between the leader and the slaves, and as a result mediated by various situational variables.

Leadership in domestic (Russian) psychology considers the relations of dominance and subordination, influence and following in the system of interpersonal relations in a team. In the West, it is believed that leadership and management are almost complete synonyms. The manager's activity is determined by the performance of certain functions, which are job responsibilities. The leader also pays attention to the quality of the tasks, how the duties are performed.

Organizational leadership is still being explored in the context of groups only. Leadership challenges are key to achieving organizational effectiveness. However, organizational leadership is not fully understood.

#### **Source**

1. Leadership Cambridge Dictionary [Electronic resource] // CambridgeDictionary. — Mode of access: <https://dictionary.cambridge.org/ru/leadership>. — Date of access: 04.04.2022.