

Public sector leadership

Business, Management



The growing amount of diverse expectations and demands results in expanded roles of leaders in public sectors. They become responsible for the policy of inclusion in various public organizations and communities in general. This challenge of global diversity is, perhaps, the biggest and the most problematic issue of contemporary public sector organizations.

Different changes emerge every day and public sector leaders are expected to keep their policies up to date in order to be effective. In many cases, changes in the public sector are implemented too slowly to be efficient.

Growing expectations and the increased importance of public sector leadership force leaders to learn how to implement changes better and faster (Fernandez & Rainey, 2006). Flexible and adaptive thinking is required from public sector leaders if they want to make their solutions widely applicable and effective.

Technological development challenges public sector leaders to modernize their organization by implementing advanced technologies. New technologies give many opportunities for public sector development in all spheres, but it often requires more resources than it is available. This financial pressure is typical for the public sector where cuts and deficits are usual.

Innovation in the public sector is often treated sarcastically. However, public sector leaders are required to be innovative in order to keep organizations effective. Only innovative leaders can find the right paths to balance the limited budget and the need for new technologies implementation. According to Borins (2002), innovation has to touch upon governmental responses to crisis, redistribution of power to front-line servants and middle managers and

education. Rosenbaum (2003) stresses the importance of education in training in public leadership development. Education and training are vital for teaching public sector leaders to be innovative in their thinking and solutions.

According to Fernandez & Rainey (2006), public sector leadership is expected to be effective and stable. It is a great challenge for public sector leaders due to the high turnover of top position managers which is regular. Stability in public sector leadership makes it more sustainable and reactive in times of crisis. Fernandez & Rainey (2006) note that the turnover of public sector executives is higher than it is observed in the private sector.

Researchers suppose that public sector leadership needs to be less hierarchical; career civil servants have better opportunities to implement changes. This revision of empowerment and decentralization causes one more great challenge to public sector leaders. Decentralization can make public sector leaders more effective and flexible in their solutions.

Numerous changes require strong and quality leadership. New responsibilities of public sector leaders are often treated unenthusiastically. According to Rosenbaum (2003), changing the environment requires leaders in the public sector to reject ordinary routine practices and learn to come up with flexible and creative solutions. Strong quality leadership can improve internal and external networking in the public sector.

In summary, public sector leaders face many challenges every day. However, most of these challenges require long-term sustainable solutions and massive changes in public sector management. The need to be sustainable and innovative, creative and effective, high quality and fast is a difficult

challenge for any leader. However, recognizing these challenges, leaders shape their paths of development in the public sector.