

ROLES OF PUBLIC ADMINISTRATION MANAGERS IN FUTURE

FUTURE CHALLENGES REQUIRE

- to combine **two** different **management roles**,
- capability to assess situation and to choose the most appropriate behavioural style in order to reach targets of institution and society,
- ability to implement these roles in all management levels.

Roles of future managers:



employee development catalyst
delegates challenging tasks of work, ensures autonomy, provides guidance, support and recognition;



direction guide
will provide clarity and support to employees on course of action and priorities, maintaining flexibility regarding methods on how to achieve the goal;



“voice” of organization
strong identity for influencing the others;



change promoter
maturity and skills to develop change communication plan, to motivate employees for putting into practice of both scheduled and unscheduled changes;



manager of employees
able to develop more individualized approach in order to provide support and development experience for each employee, as well as to initiate their inner motivation.



positive example
by own action shows employees that similar behaviour is being expected also from them;



experimenter
tries various approaches and methods, learn from mistakes, encourages subordinate to follow his action;



network node
by establishing significant relationship, managers the same as all the others will be a part of network taking role of nodes for settlement of disputes and holding negotiations;

