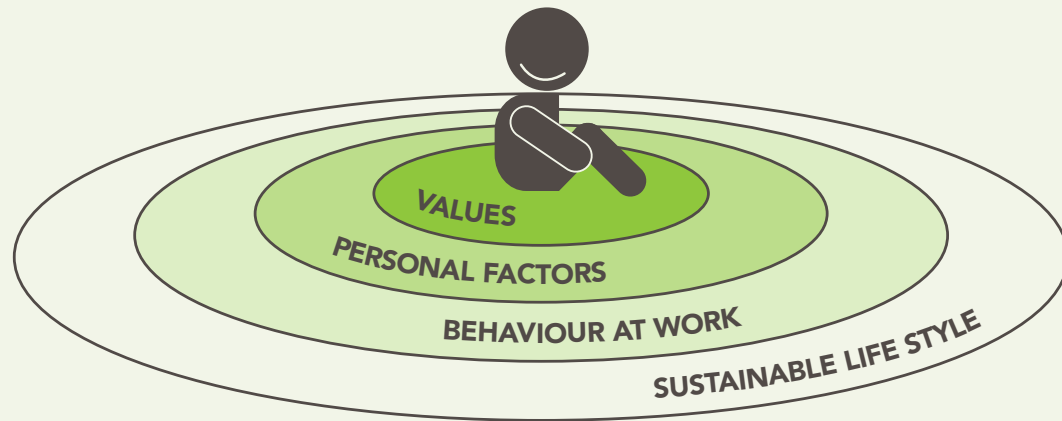


CHARACTERISTICS OF THE FUTURE PUBLIC SECTOR MANAGERS



SUSTAINABILITY
OPENNESS
FAIRNESS
EFFICIENCY
INTEGRITY



VALUES

Fairness, openness, integrity, sustainability, efficiency (operational speed and professionalism, customer/ society orientation).

PERSONAL FACTORS

High public sector motivation formed by

- 1) interest on policy making;
- 2) social responsibility and willingness to work for the benefit of society;
- 3) compassion;
- 4) readiness to subordinate personal interests in the name of a higher target;
- 5) patriotism;
- 6) customer orientation;
- 7) support for democratic values in society.



BEHAVIOUR AT WORK:

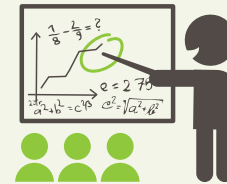
1. management style

wide range of management styles, manager – leader that involves **transformative leadership** (inspires to clearly transfer information on vision and sense of operation), **operational leadership** (develops and maintains organizations, and motivates employees, who turn visions into results), **network leadership** (develops understanding and mutual trust, builds team).



2. management competences

- 1) developing of clarity and management of complexity (ability to see through messes and contradictions, to notice future tendencies);
- 2) making consensus (includes/ links conducting discussions, conflict management, team building, employee motivation, emotion management and diversity tolerance);
- 3) change management (links systematic and conceptual thinking, innovation and risk taking orientation).



3. Sustainable life and management style

- 1) analysis of own action (learning in process);
- 2) resilience and psychological intelligentsia (clear conscience of personal mission/ sense of life, awareness of own assumptions, needs and motivators);
- 3) physical welfare (efficient stress management and continuous care for own health).

