

PORTRAIT OF A MODERN LEADER: FEATURES AND TRENDS IN MODERN BUSINESS

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Relationships in any company are divided into formal and informal. Some depend on job responsibilities, subordination and leadership, others - on team relations. A supervisor appointed from above is not always a leader, and a leader does not necessarily hold a leadership position. But it is the leader who is often able to combine different (formal and informal) management tools, motivate employees to perform tasks and achieve results [1].

The basis of leadership is a successful combination of formal (leader) and informal (leader) ways of managing a team to achieve goals. Let's take three modern models of leadership (actually there are many more concepts and models of leadership) [2]:

1. Attributive leadership: the leader monitors the actions of subordinates and based on his observations decides how best to build relationships with each of them. The attitude of subordinates also influences the leader.

2. Charismatic leadership: influence is based on the personal qualities (charisma) of the leader and his management style.

3. Transforming leadership: the leader is able to combine the personal goals of subordinates with the goals of the company. In this model, the leader stimulates employees to develop, raises their awareness, convinces them of the importance of common tasks.

The leader must see and correctly interpret the emotions, motivation, intentions of colleagues and subordinates. Developed emotional intelligence, as one of the flexible skills, helps to manage your own and others' emotions.

The leader does not need external stimuli, he is initiative, does his job better than others, and his energy is enough to motivate others. High self-motivation is a sign of leadership.

A good leader does not flaunt his weaknesses, assesses reality objectively and is confident in himself. Difficulties only fuel his interest in work.

The leader takes responsibility for the result, does not shift it onto the shoulders of his subordinates, is always involved in the process himself and comes to the aid of employees if problems arise.

The leader has unquestionable working authority. The basis of authority is moral and professional qualities; it is earned for many years. An effective leader maintains

cleanliness in business, he is a good specialist, disciplined, fair in relation to colleagues and balanced in communication.

The leader is effective. The personal effectiveness of the leader is the basis of the productivity of his subordinates. Components of success: time management, the ability to plan their work, knowledge of the subject area, the ability to set tasks and control the work of employees.

In any company, there are formal and informal relationships between employees.

A leader is not always a leader in a team, and a leader does not necessarily hold a leadership position. But it is the leader who often achieves good results.

The basis of leadership is the proper use of formal and informal tools to achieve goals.

A true leader must have a set of useful qualities, be productive, understand the motives and intentions of others. Personal efficiency, professionalism and authority are important.

Leadership does not work without self-motivation, self-confidence, the ability to communicate and negotiate.

References:

1. Bennis W. G., Thomas R. J. 2002. *Geeks and Geezers: How Era, Values, and Defining Moments Shape Leaders*. Harvard Business School Press: Boston
2. Charan R., Drotter S., Noel J. 2001. *The Leadership Pipeline: How to Build the Leadership-Powered Company*. Jossey-Bass: San Francisco.