

# LIDERSKE VEŠTINE MLADIH PROFESIONALACA U INDUSTRIJI I DRUGIM INSTITUCIJAMA - STUDIJA SLUČAJA ZA MASTER STUDENTE

## LEADERSHIP SKILLS OF THE YOUNG PROFESSIONALS IN INDUSTRY AND OTHER INSTITUTIONS - A CASE STUDY FOR MASTER STUDENTS

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### Summary

Current conditions in the economies in transition, affected by the globalization of the business, focus on social awareness for improvement and development of the professional soft skills. While one part of the managers faces with bad forecasts for the success of the company, where they work, the rest of them, quite confidently and reliably recognize all possibilities, even in critical conditions and fail to cope with the challenges and to express their superiority above others. These professionals, so successful in modern organizations, are making the valuable asset to the companies that are leading. These managers possessing appropriate soft skills become the corner stone of organizational business success.

Leadership is forced to make changes in development of organizational strategies and ways of performing its business. Economy conditions impose leaders not only to adapt to changes in the environment but also to create change. The organizations need leaders who are able to manage the processes of change that are one step ahead of others who think on long term and who understand that maintaining the status quo is detrimental in terms of turbulent change and environments. Such managers are leaders; they lead organizations towards achieving superior performance. Undoubtedly leadership has become a critical factor in the success of modern companies and most expensive resource in any company. Human Resource departments in companies are facing the problem how to find the best managers for the key managerial positions. In recent years, although interest in the application of leadership is more present, empirical research on the topic of leadership among young professionals in industry and other organizations in Republic of Macedonia are quite rare. More than a hundred young managers who continued their education on master studies in the field of Project Management - Leadership, management and communication filled a questionnaires that consist of the three groups of questions. The questionnaires focus on their leadership capabilities and characteristics. The first group of questions refer to interpersonal, the second to informational and the third one for decision role of the manager. The paper focuses in detail on the responses pertaining to interpersonal roles. The

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set of abilities and skills possessed by an individual includes the following capabilities possessed by potential candidates:

- Visionary, possess an opportunity for momentum recognition and application of educational convictions and quality concepts;
- Task Givers, define how the individual fits into the work environment, how they define the structure and roles of followers, provide direction, define standards. They are very flexible, have high expectations and use authority properly.
- Motivator, is a person who establishes mutual trust, encouraging creative and innovative performance, increasing job satisfaction, rewarding appropriately and managing individual and organizational stress.

The obtained results are important for individual awareness of the young professionals for further development of their weak soft skills. This is the first survey performed among representative group of experienced professionals that have some managerial experience in their professions.

**Keywords:** globalization, leadership, abilities, skills, professionals

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