

GLOBAL LEADERSHIP: A CASE STUDY IN UKRAINE

American-Ukrainian joint research project (2010-2012) R. Boyd Johnson, Ph.D

Introduction: Leadership is defined as "process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task. Leadership is ultimately about creating a way for people to contribute to making something extraordinary happen" (Kouzes & Posner, 2007). Leadership could be identified in politics (government), in business (corporations and small business), third sector, education/academia.

Research purpose: The purpose of the study is to examine perspectives on leadership among two generational groups in Ukraine who have experienced very different kinds of leadership in all components of their society.

Participants/respondents: The two groups are a sample of those in their 20s and a sample of those in their 50s. They come from 25 locations, from all regions of the country.



Note: Junior respondents (20–29 years old), senior respondents (50–59 years old).

Summary of Research Model:

Instrument (phase 1) Leadership Practices Inventory (Kouzes & Posner) Questionnaire has six questions for each of the five practices listed below. (www.leadershipchallenge.com)

Instrument (phase 2) Self-developed Interview guide based on the K&P model and phase 1 data. Instruments investigate five practices of "exemplary leadership":

- **Model** the Way: set a motivating example
- **Inspire** a Shared Vision: generate a common purpose
- **Challenge** the Process: take risks from status quo
- **Enable** Others: facilitate true teamwork
- **Encourage** the Heart: Recognize contributions of the team.

Research Phases in Ukraine (2010-2012)

Phase 1: Quantitative data collection, using the *Leadership Practices Inventory* (Kouzes & Posner). Instrument translation conducted in-country. Followed by an assessment of the results. In total, 1,200 respondents (25 cities). Detailed analysis by researcher and Ukrainian researchers in 2010.

Phase 2 : Qualitative interviews of 30 respondents (8 cities); 15 in younger group / 15 in older group; focus on areas of difference between groups (Jan-April, 2011).

Phase 3: Cross-cultural Leadership transferability research (2012).

Research results presentation by Dr. Boyd Johnson (2010/2011)

"A Comparative Study of Generational Beliefs on Leadership in the Ukraine" presentation at the III International Scientific Conference "Innovative development of society in the conditions of cross-cultural interactions" held on 26-29 April 2010 (Sumy, Ukraine).

International Leadership Association Congress (2 presentations) 2010, 2011 www.ila-net.org

"Global Leadership: A Case Study in Ukraine" presentation at the IV International Scientific Conference for students, graduate-level researchers, professors, and scientists "Innovative development of society in the conditions of cross-cultural interactions" April 27-30, 2011 (Sumy, Ukraine).

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