**E-leadership in local government organizations**

Researchers from Šiauliai University (Lithuania), University of Latvia (Latvia), University of Tartu (Estonia) and **Hamm-Lippstadt University of Applied Sciences (Germany) conducted the scientific project “E-leadership in local government organizations”**. The group of researchers seeks to identify how digitalisation frames leadership processes and what kind of challenges emerge from it in local government organizations. This study includes the analysis of leadership practice in Baltic States and Germany, theoretical and empirical (pre-test) researches.

Researchers emphasize that e-leadership as the theoretical concept is still new in Baltic States and Germany. Pre-test study revealed differences between countries and their municipalities. Some leaders use both systems, provided by the municipality, as well as personal channels (such as social networks) in their daily practice to make tasks, to give commands and to answer to employees’ questions faster. Other leaders sceptically evaluate any other channel except formal, installed by the organization, due to issues of cyber security. On the one hand employees consider the ICT communication with leaders as the self-evident inevitability; on the other hand, they negatively assess the faded boundary between work and personal life, the intrusion of work to their personal space via ICT. It was confirmed that ICT usage in leadership processes is determined by accessible tools and competencies of the leader and employees (more challenges raise for older employees). Researchers emphasize that the pre-test study revealed that ICT usage is the daily practice in municipalities (including supervision activity); however, electronic leadership as a systemic process in the municipality requires overcoming some challenges. Majority of them are connected with the specifics of chosen ICT tools, the multidimensionality of leadership process and differences in local government organizations in Baltic States and Germany.

**This project was a good opportunity to** establish a Baltic-German expert group of e-leadership in public contexts, which could continue to work together in future research of digitalization in the public sector.