

## LECTURE

# E-LEADERSHIP IN PUBLIC SECTOR

**PROF. DR. IRMA RYBNIKOVA**

(HAMM-LIPPSTADT UNIVERSITY OF APPLIED SCIENCES)

**ASSOC. PROF. DR. VITA JUKNEVIČIENĖ**

(VILNIUS UNIVERSITY ŠIAULIAI ACADEMY)

**DR. RITA TOLEIKIENĖ**

(VILNIUS UNIVERSITY ŠIAULIAI ACADEMY)

Digitalization leads to increasing e-leadership practices, i.e. processes where leading employees is mediated by communication and information technology. Either as “virtual leadership” or “digital leadership”, e-leadership has attracted considerable attention by scholars in the last two decades. However, in the most cases the research has focused on e-leadership in private sector. Although previous research has repeatedly pointed to several significant differences between public and private sector organizations in terms of leadership values and approaches, e-leadership in public sector organizations has remained understudied. Moreover, some prominent authors tend to over-simplify while proposing that public sector lags behind the private one in terms of leadership digitalization.

The aim of the lecture is two-fold. First, specific features of e-leadership in public sector given its public aims and leading traditions will be delineated. Second, results from recent empirical studies on e-leadership in municipalities in the Baltic States and Germany before and during the COVID-19 pandemic will be presented. Particularly, challenges that emerge from digitalization of leadership in municipalities, like need for trainings, clashes between organizational culture and e-leadership, as well as effects on employee relations, e.g. increased work-life disbalance of public servants will be discussed.



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### ABOUT THE SPEAKERS:

**Dr. Irma Rybnikova** is a professor in human resource management and organization at Hamm-Lippstadt University of Applied Sciences in Germany. Her research interests include leadership theories, leadership in public sector, gender and organizational democracy. She has published her research e.g. in “Gender in Management”, “German Journal of Human Resource Management” and “Higher Education Quarterly”.



**Dr. Vita Juknevičienė** is an associate professor and research fellow at the Institute of Regional Development, Vilnius University Šiauliai Academy. She is interested in the modernization of public governance, innovation management, and good governance at local self-government. Recently she has joined the team of international researchers, interested in the field of e-leadership in municipalities in the Baltic States and Germany and has contributed to empirical research as well as scientific publications.

**Dr. Rita Toleikienė** is a lecturer and junior research fellow at the Institute of Regional Development, Vilnius University Šiauliai Academy. Her main research areas are leadership at local self-government, modernization of public sector organizations, ethics, and anti-corruption policy. Analyzing leadership at the public sector organizations for several years, she started to reveal this phenomenon under the digitalization and COVID-19 circumstances in Lithuania.

