

The need for leadership and innovation in the civil service system in creating public value: the case of Lithuania

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Abstract: The research focuses on the problem of the paradigm shift of public administration paradigms in the academic discourse (Ch. Ansell, 2023; J. Torfin, 2023), which can be practically covered by studying the context of the content of public management reforms implemented in Western countries. Paying attention to the fact that top public managers are the key element of the implementation of the political process (Ch. Pollitt, G. Bouckaert, 2017; Meyer-Sahling Jan-Hinrik, T. Veen, 2012), and are the first to manage various crises, it is relevant to study the content of the improvement of this segment of the public sector determining what value expectations are placed on this element today. Public managers are given a lot of attention in the theory of Public Value Management. The “public value” perspective contradicts the origins of classical bureaucracy and New Public Management by rejecting the stereotypical notion of public managers and treating them as leaders who define the value of the public organisation they lead through the involvement of citizens, politicians and stakeholders, and realise public value through co-creation and innovation. The public value perspective outlines a new approach to public managers. (M. H. Moore, 1995). The question arises, how much attention is paid to new management ideas and practices in the development of the chain of public managers when going beyond the boundaries of the New Public Management? The report aims to answer this question by studying the officially formed expectations for the public sector managers operating today and the added value they create, as well as not leaving aside the reflection of the managers when studying the case of Lithuania. The goal is to investigate the compliance of the content and processes of strengthening the corps of Lithuanian top managers in the civil service with the ideas of leadership and innovation in creating public value. Methods of analysis of scientific literature, legal acts and other documents will be applied, semi-structured interviews and a quantitative structured survey of top civil servants of Lithuania will be carried out, and data systematisation, analysis, comparison and descriptive methods will be used.