Adaptive Leadership in local public administration in Romania

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Abstract: Adaptive leadership, a framework introduced by Heifetz and Linsky (2002), emphasizes the need for leaders to facilitate change within their organizations by addressing complex challenges and promoting a culture of learning, collaboration, and resilience.
This study evaluates the presence of adaptive leadership components in the behavior of public sector leaders in the local public administration

The study investigates how well local public administration leaders in Romania adopt adaptive leadership practices, especially within the context of recent socioeconomic pressures, including fiscal constraints and high political instability generated by 2024 elections along with international turbulence 9Russia Ukraine war). It also tries to map out the main challenges leaders face at present and what are the barriers in the way of performing.

The research combines quantitative surveys and qualitative interviews with local public administration leaders from various regions in Romania (survey+interviews).
Quantitative survey captures the self-reported prevalence of adaptive leadership practices as perceived by public sector employees (who evaluate their leaders), followed by In-depth interviews with actual leaders which provide further insights into leaders' strategies, mindsets, and perceptions of the adaptive challenges faced by their organizations (Khan et al., 2020).