

FACTORS AND METHODS OF LEADER POTENTIAL DEVELOPMENT AMONG PROMISING MANAGERS

Dmitrii Kuznetsov

**Graduate student in Ural State University of Economics,
Yekaterinburg, Russia**

Abstract. The leader potential essence is considered in this paper, the main problems are highlighted that arise in the process of identifying individuals among staff with leadership qualities, their training and ensuring development. Furthermore, the main features of the potential leader are presented in this article, contributing to its development (growth factors) or permanent regression (obstacles). Methods of the leadership potential development are offered, including a new management process is described called mentvorking allowing to exchange of experience between the different generations of leaders and ordinary employees for the subsequent mutual development in a constantly changing market. First of all this paper will be interesting for managers of top and middle managers, who wish to develop leadership potential of their subordinates, and thereby start a reproduction process of an effective administrative apparatus.

Keywords: leader potential; growth factors; human resource management; career development; mentvorking.

JEL codes: M 12; J 24.

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Contact

Dmitrii Kuznetsov

Ural State University of Economics

62-455, 8th of March Str., 620219, Yekaterinburg, Russia

dmitrii_kuznetsov_93@mail.ru