

Leadership in public sector

City level

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Leadership in Public Sector, is it different?



No

- People are the same everywhere
- The world around us with changing phenomena is the same
- Skills in leadership are needed, no matter where you work

Yes

- Time scale is different
- Public interest, "our money" is stronger
- Demand is bigger than ability to deliver
- Politics
- Salary: salaries are open to everyone, and elements of rewarding are rare
- Strong sense of meaning
- Size quite often
- Difficult to bring up the future talent

What do you have to be prepared for here?



- Two-level decision-making demands humble attitude and resilience
- Lack of money is even more consistent
- It takes time to make something happen
- We have had the cruel publicity always – now that has reached private sector too
- Though our staff is very highly educated and committed, public opinion considers us “less qualified” and lazy – motivation and sense of appreciation needs work
- Though the perspective is very long the direction may slightly change every fourth year
- You can’t compensate bad leadership with money
- It is worth it!!!





The **B**oldest
city in Finland.



**Don't look
back – we
are not going
there**

**Nyt, ikuisesti,
Turku.**

