

# Associate Professor ACKARADEJRUANGSRI P.



## The Rejuvenation of Young Inclusive Leadership: A Theoretical Framework



Monthly virtual research meeting

### Co-Researchers

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Many academic scholars have investigated and tried to explore various dimensions regarding the antecedences and consequences of various roles of leadership as well as the definition of inclusive leadership. Despite the general definition of inclusive leadership, which describes leaders who value individual differences through respect and equality (Bourke & Dillion, 2016; Randel et al., 2018), we still lack consensus regarding whether an inclusive leader's perceptions and behaviors, including special traits, various characteristics, skills, and attitudes may differ based on generation and diversity in a different context. This topic is essential as younger generation leaders tend to be autonomous, creative, and entrepreneurial. Their leadership styles might be different from the older generation. Therefore, this research aims at clarifying the definition of young inclusive leadership that could be diverged, distinct, or explicable from the general concept of inclusive leadership, specifically in the context of Thailand. This research also aims to explore and determine the special traits, characteristics, skills, behaviors, attitudes of young Thai inclusive leaders who have pivotal roles in different sectors/industries. Through semi-structured interviews with 12 influential young Thai leaders (under the age of 35) and exploratory qualitative analysis, we identify the theoretical framework of the various and important dimensions of young inclusive leadership that may shape organizational preferences.



First official research meeting at UTCC (Bangkok, Thailand)

Four R's for Inclusive Leadership					
		Respect	Result	Responsibility	Responsiveness
Leadership Practices Inventory (LPI)	Model the way				
	Inspired a shared vision				
	Challenge the process				
	Enable others to act				
	Encourage the heart				

Young Inclusive Leadership Practices Inventory and the Four Rs

 **College of Affiliation**

College of International Management

 **Research Field**

Business Administration