

## Exploring the Determinants of Young Inclusive Leadership: Research Taxonomy and Theoretical Framework

Research Representative: Associate Professor ACKARADEJRUANGSRI P., APU

### Summary of Research

Existing literature has emphasized leadership as one of the most important research topics that could lead to a better understanding of organizational performances (Yukl, 1989). Therefore, many 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, the leaders who value individual differences through respect and equality (Bourke & Dillion, 2016; Randel et al., 2018), we still lack consensus regarding whether inclusive leader's perceptions and behaviors – including special traits, various characteristics, skills, and attitudes may differ based on the generation and diverse in a different context. This topic is essential as younger generation leaders tend to be autonomous, creative, and entrepreneurial: in which their leadership styles might be different from the older generation. The differences in a generation may also influence the roles related to inclusive leadership as the young inclusive leader may behave differently in leading and managing their employees. Therefore, this research aims at clarifying the definition of young inclusive leadership that could be different from the general inclusive leadership, specifically in the Thai context. This research also aims to explore and determine the special traits, characteristics, skills, behaviors, attitudes of young Thai inclusive leaders who have influential roles in different sectors/industries. The results of interviews with 12 young Thai leaders (under 35 years of age) would help identify the theoretical framework of the various dimensions of young inclusive leadership that may influence organizational performances.

Thailand, as selected for this research context, is one of the fast-growing nations for entrepreneurial ventures. Thus, we could expect to see many leaders of the younger generation who would use their various traits, characteristics, skills, and attitudes to lead their employees. By relying on the exploratory qualitative approach with the semi-structured interview, we hope to further explore these different dimensions of young inclusive leadership. The results may provide great contribution toward leadership literature, especially the emerging inclusive leadership literature. It would also extend a better understanding of young inclusive leadership, in which both local and multinational organizations could utilize the results to guide its organizational practices in a diverse generation setting.

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