

невід'ємною умовою для просування держави на шляху інтеграції до європейської спільноти.

Проблематика озеленення нашої держави набирає обертів та активізує процеси інноваційного розвитку нашої держави головними шляхами розвитку є залучення інноваційної підтримки держави та іноземних інвестицій на розвиток та реалізацію проектів а саме: використання електротранспорту, застосування швидко розкладаючих матеріалів при виробництві продукції, застосування повторного використання сировини у промислових цілях переробка скла, пластику, тканини, використання деревини більшого відсотка деревини підчас рубок, впровадження системи відновлення ресурсної бази, створення парків, модернізація виробництв створення без відхідного виробництва.

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The development of Leadership through history

Leadership is one of the most complex and multidimensional phenomena. It has been studied extensively over the years and has taken on greater importance today than before. Nonetheless, leadership continues to generate captivating and confusing debate due to the complexity of the subject. Leadership itself didn't develop, but our understanding of it has. It is important to understand why every different leadership style can be effective, why the same leadership techniques will not work in every situation, and which leadership style fits your personality best. After all, everyone has leadership potential within them, but understanding these concepts will help you maximize your leadership ability.

Nowadays, we have a lot of information about leadership, for example the definition; the characteristics; the values; the principles and so on..., but none of this tells actually how to lead in a practical manner. They don't address what to do or say in any given situation. It's because there is no real formula to being a leader; since leadership must come within us and it's based on our personalities.

Throughout the centuries, there have been leaders, since we are social animals

who bond together, but we look for order against the chaos of life. We look to be organized to accomplish tasks as a society that we cannot perform individually. As a result, someone inevitably ends up in charge.

So the present paper that we have traces the historical evolution of the main leadership theories and reviews the progress that has been made over the years. It explores four main eras in leadership theory: trait, behavioral, situational and new leadership.

The study of leadership theory is actually surprisingly recent, going back to the 1840s when Thomas Carlyle popularized his Great Man theory of leadership, summed up in his statement, “The history of the world is but the biography of great men”. The core belief of this theory is that leaders are born, not made or trained. In other words only a few, very rare, individuals possess the unique characteristics to be effective leaders and attain greatness by divine design. Examples were often drawn from popular historical figures such as Julius Caesar, Abraham Lincoln, etc. It was believed that these individuals were natural born leaders with innate characteristics of leadership, which enabled them to lead individuals while they shape the pages of history.

The Great Man theory then evolved into the trait theories. Trait theories argue that leaders can be born or made. In other words, the traits of successful leaders can be either inherited or acquired through training and practice. The aim was to identify the right combination of characteristics that make an effective leader and focus was on studying the mental, social and physical traits of leaders. However, a consistent set of traits was not produced at the time, so it appeared that there was little advantage in continuing with this approach and hence it was abandoned.

On the other end of the spectrum is the Situational Theory of leadership, which presumes that great leaders are more the product of circumstantial factors than innate ability. According to this theory, which was popularized by Paul Hersey and Ken Blanchard in the 1970s, leaders should be willing to adopt one of four leadership styles – delegating, supporting, coaching or directing – according to the situation and the readiness of their followers. Situational Leadership is appealing primarily because of its simplicity and wide applicability, but it fails to account for demographic characteristics and doesn't give leaders room to play to their personal strengths.

Another theory is the behavioral leadership theory; this theory argues that the success of a leader is based on their behavior rather than their natural attributes. Behavioral leadership theory involves observing and evaluating a leader's actions and behaviors when they are responding to a specific situation. This theory believes that leaders are made, not born. Proponents of this theory suggest that anyone can become an effective leader if they can learn and implement certain behaviors. This theory promotes the idea that all leaders are capable of learning and developing through adopting beneficial behaviors and performing them in their workplace. Behavioral leadership theory also encourages leaders to be self-aware of their behavior and to recognize how it affects the productivity and morale of their team.

There are several styles of behavioral leadership. Each one involves a different set of behaviors and may be more or less effective in certain work environments, for example: People-oriented leaders; Task-oriented leaders; Participative leaders; Indifferent leaders; Dictatorial leaders...

The last theory is transformational and transactional leadership is arguably the most prominent leadership theory of the late 20th century, and its influence can be felt to this day. According to the theory of transformational leadership, leaders should inspire their followers to work with them towards a greater common vision. By placing followers at the centre of the leadership strategy, transformational leadership

in practice requires a combination of adapting to the situation and showcasing traditional leadership traits like charisma and confidence. Examples of transformational leaders include the likes of Steve Jobs and Bill Gates.

Transactional leadership, on the other hand, relies on authority to motivate employees. The leader exchanges reward for follower effort and punishes any follower who fails to meet their goals. In this context, the follower's perception concerning fairness and equity of the exchange with the leader is vital. Transactional leadership works best in mature organizations that already have clearly defined structure and goals, to keep them on track, and reinforce the status quo. Examples of transactional leaders include managers, who tend to focus on supervision, processes and follower performance.

The continued shift in leadership concepts led to the development of shared, collective and collaborative leadership practices. According to these, success in an organization is more dependent on coordinated leadership practices distributed throughout the organization rather than the actions of a few individuals at the top. Servant leadership became popular once again, emphasizing the importance of followers. Servant leaders seek to support their team members and are most concerned with serving people first. More recently, inclusive leadership also emerged, focusing on a person-centered approach. It is based on the dynamic processes that occur between leaders and followers and focuses on empowering followers to become leaders.

Finally, contemporary leadership theory also includes complexity leadership, which emerged as a means to deal with the complexity of our modern world. This theory takes a whole-system view, considering contextual interactions that occur across an entire social system.

Leadership theory is a dynamic phenomenon and continues to change over time. It has been studied extensively over the years and several theories have emerged. Through all of these studies, we have seen that there are a variety of attributes and abilities associated with leadership, and these vary from leader to leader. Some leaders are great orators, others great writers. Some leaders are very quiet, but the force of their logic or passion wins the day. The difference between a good leader and a great leader is partly the number of leadership skills they have developed. The other part is their ability to apply those skills properly to those who would follow.

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Сучасні тенденції міжнародного співробітництва у сфері забезпечення