



# **Gen Z's Capacity for Leadership**

Bachelor Thesis for Obtaining the Degree

Bachelor of Science

International Management

Submitted to Ms. Maria Lord

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## **Affidavit**

I hereby affirm that this Bachelor's Thesis represents my own written work and that I have used no sources and aids other than those indicated. All passages quoted from publications or paraphrased from these sources are properly cited and attributed.

The thesis was not submitted in the same or in a substantially similar version, not even partially, to another examination board and was not published elsewhere.

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## **Abstract**

Generational categories can provide perspective on current themes and trends. Generation Z, or "Gen Z", comprises over 30% of the global population, and as they are coming into the professional world has caught the attention of current organizational leadership. As with every generation, Gen Z can be better understood through the themes and trends visible at a macro-level of analysis. Which upon identification and analysis can be leveraged to facilitate a better integration as they start to occupy the majority of professional positions. Of these professional positions, leadership is arguably the most important to understand. Leaders shape both their organizations and consequently the world at large. By understanding the ability for leadership Gen Z is set to possess, current leaders and professionals can better prepare themselves for what is to come. This research specifically aims to determine Gen Z's capacity for effective leadership. This is done by challenging the hypothesis that Gen Z does have a large capacity for leadership as a direct result of what makes their generation unique. To test the hypothesis, a qualitative study was conducted that collected responses from qualified, public sector leadership professionals. Their perspectives were then analyzed to identify what they recognized as effective leadership and their observations of Gen Z as they relate to it. The results suggest the hypothesis to be false and posit that Gen Z has a diminished capacity for leadership precisely because of what makes their generation unique. This implies that should Gen Z enter into leadership roles, they would be doing so without the elements required for succeeding in them.