

LEADERSHIP TEAM COACHING IN HIGH EDUCATION SYSTEM

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Abstract: Balkan Countries are faced with a rapid change of their business environment. The economic system had been transformed from state controlled one to the open market economy. Therefore, the education has been seen as a tool for transforming the concept of leadership from individual leadership. But the emphasis has still been on leader development and not collective coaching.

Our research aims to identify the leaders' forms and methods of communication in medium enterprises in developing countries and to identify the establishment of a new transformational leadership as a tool for improving the doing business tendency. Therefore, we will analyze the real time action of the leaders and the inclusion of the board members or staff member in a decision-making process; the transformative leadership, including the role the leaders have in respecting the diversity of ideas and the opposite thoughts; the transformation of the leaders in the sense of accepting the different behaviors and the capacity to involve the real stakeholders' perspectives. A qualitative research will be conducted. The instrument used will be semi-structured interview. The basic regulative documents will also be analyzed.

Keywords: *Leadership, Transformational leader, High-performing team, Real time action, Kosovo High Education System, Effective communication.*