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CORNOIU N. ADELA (married JANSEN)

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**ROMANIAN LEADERS' PERCEPTION OF SUCCESS IN THE
POST-PANDEMIC CRISIS: A KALEIDOSCOPE MODEL APPROACH**

PhD supervisor University of Economic Studies Bucharest:

Prof. PhD ALINA MIHAELA DIMA

PhD supervisor University of Strasbourg:

Prof. PhD SEBASTIEN POINT PhD

PhD thesis committee:

Prof. PhD Mirela Ionela Aceleanu (president)	- Bucharest University of Economic Studies
Prof. PhD Olivier Herrbach (reviewer)	- University of Bordeaux
Prof. PhD Magdalena Iordache Platis (reviewer)	- University of Bucharest
Prof. PhD Severine Ventolini (committee member)	- University of Tours
Prof. PhD Alina Mihaela Dima (co-supervisor)	- Bucharest University of Economic Studies
Prof. PhD Sebastien Point (co-supervisor)	- University of Strasbourg

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SUMMARY

Key words: career, career success, Kaleidoscope career model

The post-pandemic Romanian leaders' perception of success was impacted at personal, organizational, and societal levels, further to the shocking events influence on careers and career trajectories (Akkermans et al., 2020; Hite and McDonald, 2020). The dynamics of Kaleidoscope career dimensions (Maineiro, 2005), authenticity, balance and challenge, are studied in through multiple-folded elements of originality: post-pandemic period, uncharted geography, national culture and target population.

Innovative elements are identified: pandemic is recorded as opportunity for increased personal development and societal engagement, a changed work attitude, confirming a constant authenticity and challenge dimensions as leaders' characteristics, and increased need of balance towards the end of career, as well as insignificant gender differences at leadership levels. Kaleidoscope career model enhancement with local post-pandemic patterns and dimension, and a flexible qualitative research methodology, represents theoretical contributions, beside pragmatic information for strategists, practitioners and regulators.

The limitations are equally recommendations for more focused and refined combinations of all demographic and human resources research parameters, for further specific outcomes of this contextual and gender powerful career model (Koekemoer and Crafford, 2019).