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THE LEADERSHIP COMPETENCIES OF NEW SPACE ORGANIZATIONS: A COMPARATIVE STUDY OF EMPLOYEE AND EMPLOYER FEEDBACK

Abstract

The NewSpace industry is rapidly evolving, driven by the increasing demand for space exploration and commercialization. As such, the leadership competencies required to steer organizations in this industry are crucial for their success. This study aims to explore the various leadership qualities as perceived by the employees of NewSpace organizations and compare them with feedback from employers to analyse what good leadership in the space sector entails. The study also seeks to identify the factors that contribute to alignment or misalignment between business and personal values, which are important in achieving stability in the organization.

The proposed research will employ a mixed-methods approach, consisting of interviews, surveys, and focus groups, to gather data from NewSpace organizations and their employees. The collected data will be analysed using content analysis and thematic analysis to identify commonalities and differences in the leadership qualities perceived by employees and employers. The expected outcomes of this study include a list of leadership competencies that are crucial for success in the NewSpace industry, insights into the factors that contribute to alignment or misalignment between business and personal values, and implications for leadership development and organizational culture in the NewSpace industry.

The findings of this study will be of great importance to the incoming young generation, driven by societal change and empowered to work for the greater good of humanity. The study will help identify what and how best to find stability in NewSpace organisations if employers balance their business and personal values. Overall, this study will contribute to the understanding of leadership competencies in the NewSpace industry and their implications for organizational success.