role of institutional investors and professional asset managers in corporate decision-making was seen as promoting efficient corporate governance.

However, critics of this optimistic view highlight the potentially harmful effects of the financialization of corporate strategies, as it diverts resources away from real investment and innovation, and therefore also adversely affects employment generation. It pressures to generate short-term financial gains in the stock markets and the threat of hostile takeovers when profitability declines, are likely to dissuade managers from taking on projects with a longer term profitability horizon. Also it has been pointed out that the rise of "shareholder primacy" and the focus on the short-terms have been at the expense of investment in R&D, and have been an instrument of the deterioration of income distribution in developed economies.

Thus, the financialization of corporate strategies and the rise of shareholder primacy in developed economies may have contributed to the worsening of income distribution and deflationary expectations through slower growth of global demand. A major feature of this trend has been that a growing share of corporate profits, rather than being used for corporate reinvestment, is being used for purposes such as dividend payments and equity repurchases. This ultimately strengthens the role of financial intermediaries in capital allocation, which in turn contributes to economic instability and financial imbalances. Real investment therefore becomes excessively dependent on the expectations of asset managers, and corporate strategies generally are turning more and more towards short-term, profit-seeking activities.

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WHAT DOES EMOTIONAL INTELLIGENCE HAVE TO DO WITH BUSINESS?

What makes a good leader? These are honesty, ability to delegate, communication, sense of humor, confidence, commitment, positive attitude, creativity, ability to inspire, intuition – no doubt. However, recent research has shown that identifying or dealing with our own emotions, or the emotions of others, is not any the less important.

Emotional intelligence is a term that psychologists use to describe how well people can manage their own emotions and react to the emotions of others. Emotional intelligence incorporates skills that are less obvious but, at the same time, essential for better performance, such as managing conflict resolution, responding to the needs of others and keeping their own emotions from running over and disrupting their lives.

The classical concept of management was significantly different from how we understand it today. Those who prefer management by intimidation often find it challenging to adapt their management style to the demands of today's workers. In the modern business environment, authoritarian managers are much less likely to succeed in the long run than those who adopt a democratic style of management [1, p. 4-6].

Measuring emotional intelligence was first explored in the mid-1980s. Several models are currently being developed. A model developed by the psychologist Daniel Goleman, a "mixed model," deserves a closer look. It has five key areas:

Self-awareness: Self-awareness means knowing our own feelings. This includes having an accurate view of what we are capable of, when we need help, and what our emotional triggers are.

Self-management: This includes the ability to keep a tight rein on our emotions when they become destructive, control outbursts of anger, calmly discuss differences, and avoid undermining activities, such as prolonged self-pity or panic.

Motivation: Money and status are the rewards that motivate people most. Goleman, however, claims that motivation is more about personal joy, curiosity, or the satisfaction of being productive.

Empathy: This category deals with the emotions of others. Being empathetic means understanding the emotions of others and responding properly.

Social skills: They involve developing compassion as well as looking for a compromise between the needs of others and our own. This can include finding common ground with others, managing others in a work environment, and being compelling [2, p.20-39].

It is worth noting that none of these emotional competencies should be prioritized. People learn them simultaneously together with many other skills as they grow. At the same time, emotional intelligence is not yet an area of formal training.

According to Goleman, emotional competencies influence every part of human life from work performance to relations at home: "Social competence takes different forms. It is more than just being chatty. These abilities range from being able to listen to the other people and see their perspectives, to being a good partner and team player. All the skills are learnable, just take time, effort and perseverance. Having a model, someone who embodies the skill we want to improve, could definitely help. Don't miss a naturally occurring opportunity – it may be listening to a co-worker or any other moment at work".

How to improve them in our own life? We can start with the most common form of social problems: resolving a disagreement. This is where we get to put all our skills to the test in a real-world environment. Definitely, not every type of interaction with another person will be a conflict. Some emotional competencies just involve meeting new people, socializing with people of different mindsets, or just playing games. However, resolving a conflict can be one of the best ways to learn how to apply your emotional intelligence. Disputes are best resolved when we know what we and our opponent want, can communicate clearly, and come to favorable terms for everyone [3, p. 104-116].

Emotional intelligence is likely to continue to become increasingly important in the business world. The best way to hold on to the employees that you want to keep is to incorporate emotional intelligence into your personal philosophy and organizational management policy.

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THROUGH DIGITAL DISRUPTION TOWARDS A MORE INCLUSIVE SOCIETY

According to the briefing note of the World Economic Forum 2020 in Davos (Switzerland), the issues of how to attain more inclusive and sustainable businesses across the world as well as how to drive the Fourth Industrial Revolution were particularly featured on the pro-growth agenda.

Digital disruption is a type of transformation that is caused by emerging digital technologies and new business models [1]. These cutting-edge technologies and models can change the value of existing products and services offered for sale. That is why in this context the term ‘disruption’ is used as the emergence of these new digital trends disrupting the present market and causing the need for re-evaluation. What is more, the results of Google Trends search reveal a steady increase in the use of the term «disruption» throughout the 2010s with the peak in July 2019 [2].

Generally, digital disruption happens after digital innovations, such as Big Data, Machine Learning, the Internet of Things or other technological advances, are being introduced. Digital innovation affects how customers’ expectations and behaviors evolve, causing organizations to shift in a way they create products and services, produce marketing materials and evaluate feedback. These shifts in digital strategy can occur on individual, organizational, industrial, or societal levels.

However, digitization has extended the gap between the pioneers and their followers. Countries, companies, and individuals all over the world are becoming more and more concerned about the issue, thus adding to the increase in political and social