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**Abstract**

In this age of rapid change, higher education faces many complex and interconnected questions in an environment where uncertainty plays a major role and decision-makers are faced with unprecedented and often unpredictable challenges. The first part of the article discusses the concepts of 'leader' and 'leadership?', outlines the qualities expected of leaders from the perspective of uncertainty and analyses the criteria used to measure the success of leaders. The second part considers challenges and obstacles to women's leadership in higher education and the present situation of women academic leaders in Europe. (HRK / Abstract übernommen)