

# Leadership from a Scientific and Practical Perspective



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***(Leonie Collins)***

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GRIN Verlag Mai 2011, 2011. Taschenbuch. Book Condition: Neu. 213x159x12 mm. This item is printed on demand - Print on Demand Neuware - Seminar paper from the year 2011 in the subject Business economics - Business Management, Corporate Governance, grade: 1,3, University of applied sciences, Cologne, course: Soft Skills & Leadership, language: English, abstract: In the scientific debate on business management topics, the relevance of leadership for corporate success is a central object of research. In this field, science has a long history and began its research in the beginning of the 20th century. Since then, scientists have promoted the understanding of leadership processes to a significant degree and further on have tried to stimulate companies to rethink management practices. During this period, several approaches have emerged ranging from structure-functionalistic and personality-related to behavioral-scientific and transactional dispositions. Regardless of which perspective, in a number of studies leadership is expressed as having a great impact on corporate success. The majority of companies knows how important good leadership is it holds it all together and is a make or break function and every stakeholder fears the negative effects of management organizations that lack effective managers. Companies are in serious trouble if they are not able to develop promising young professionals or recruit competent managers. Rarely is it the case that companies underestimate the significance of a good leadership culture within their personnel policy. Unfortunately, even top managers with impressive track records are not always aware of their mistakes in management decisions and its consequences on the employee's motivation, commitment and performance. If they were, they would act differently. At the same time, many companies and managers want to improve their leadership processes and methods, and therefore seek external support. In Germany, about 84.000 management consultants work in some 13.2000 personnel and management...

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