

THEORETICAL ANALYSIS OF THE PROBLEM OF LEADERSHIP IN THE LITERATURE

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A leader is usually called a person who is more successful in some activity than others; sports team - the winner or leader-athlete who was the first to cross the finish line; a ship leading a group of ships, etc. However, the concept of "leader" in the above positional understanding differs from the socio-psychological concept of leadership.

The classic definition is that a leader is a group member spontaneously nominated for the role of informal leader. This definition of leadership makes sense when considering an informal group, but it does not work when studying leadership in an organization. In many cases, the actual leadership behavior of a leader in an organization is a function inseparable from the performance of his official duties.

A very fruitful approach is one in which leadership is presented as one of the management functions. According to supporters of this approach, management tools are four management functions: planning, organization, control and leadership (with the latter being the leading one). If we compare this point of view with the classical scheme: planning, organizing, motivating, coordinating and controlling, then leadership takes the place of motivation and coordination. Proponents of this approach believe that the essence of leadership lies in the implementation of targeted influence on the part of the subject of activity on performers, directing them towards established goals.

There is a long tradition of studying leadership in the social sciences. The concepts of leadership in management reflected both the growing needs of the system of social reproduction and the growing potential of management personnel, primarily managers. Particularly fruitful was the concept within which new conditions and functions of leadership in society were predicted at the industrial stage of its development.

Currently, leadership is one of the central problems of management. In all reorganizations of organizations, the decisive role of managers is clearly visible. However, leaders remain and, by all accounts, will remain the scarcest resource for the foreseeable future. Another problem is that new organizations are led by people who are not sufficiently prepared or even have no experience in managing organizations.

Organizations today need a type of leader who can be effective in a competitive market economy. Leaders of this type can be characterized as transformational, since they are characterized by a focused and organized search for change, the desire to develop new approaches to solving problems and identifying new directions of activity, a willingness to take risky decisions and social responsibility, the ability to effectively maneuver resources, moving them to increasingly more productive areas of activity.

Leadership problems are discussed in the works of major management theorists (R. Ackoff, D. Axson, P. Drucker, A. Fayol, F. Taylor, etc.) [1; 2; 6; 7; 10].

Transformational leadership and effective leadership (concepts, mechanisms, measurements and correlations) are studied by scientists (T. Chernyavska; Li Na, Zhao Z.; Wang Zhongwen, Wu Zhihua, Li Na) [3; 9; 11].

The results of the study of the combination of leadership theory and leadership practice in China are presented in scientific articles (Dai Haifeng, Kong Xiangling, Zhang Chi; Dong Li, Xu Qi, Chen Xueli; Hu Yuanyuan, Fan Xiaoli, Lu Jiang; Zhang Bin, Wang Rong, Li Jun, etc.) [4; 5; 8; 12].

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