



## **Leadership's role in business development and organizations competitiveness – Leadership styles and appropriate leadership**

Ahmad Ahmadi, Dr. Ph.D., Senior lecturer in  
Business administration,  
Department of Economics and Informatics  
University West, 461 29 Trollhättan, Sweden

### ***Abstract***

Well-being in the society and improvement of people's life standard is linked to sustainable development in the society. Stimulation of the sustainable growth can contribute to the community development, creating of better conditions for society in the future. Identifying organizations success factors can contribute to stimulation of sustainable development and better conditions for the future. Competent and appropriate leadership is crucial and decisive in organizations development and in creation of business competitiveness. That is why studying leadership and leadership styles becomes essential. Therefore, in this paper, appropriate and effective leadership style, is discussed.

Paper begins with a short introduction and background description of the leadership topic, followed by problem discussion, research question and the goal of the study. The purpose of the study is, to identify relevant or appropriate and adapted leadership, and what it embrace and consists of. And thereby launching different concept and different perspective on leadership's role, function and tasks. The introduction ends by a short method discussion and approach of the present study.

Part 2 deals with a short discussion of earlier studies and theories about leadership. The leaderships tasks and functions which are discussed are; a) Governance and control of organization, b) Coordination of different activities, c) Cooperation internal and external, d) Combination of different resources, and finally e) administration and planning. Leadership styles are discussed, as well as leaders roll and leaderships, crucial abilities and skills for creation of competitiveness in organization. It is dealing with description and discussion of different views on leadership, and development within leadership research. This part ends with an integrated model about leadership's central role in organizations competitiveness. Part 3, deals with presentation and discussion of the evidence and empirical collected data from some companies.

Part 4 is final discussion and conclusions. Recent and newer discussions about leadership are concentrated around leadership styles (charismatic, transformational, transactional and Laissez-Faire) or leadership based on position, person, result or process. But the question that should be asked is; if it is the leadership style which is decisive or interaction between leadership style, function-role, type of organization, leaderships- commitment, abilities and skills? The discussion ends with conclusions. The preliminary results of the study indicates that the success or failure of leadership is not dependent on leadership style. It depends on whether the leadership style fits the organization in general. Appropriate/competent and efficient leadership can be achieved in interaction and co-operation with organization's internal and external context.

**Key words:** Leadership, leadership styles, leadership's role and tasks, inclusion of leadership as success or growth factor, connection-, interaction- and co-operation of leadership with

organizational culture and structure, leadership and organizational development, sustainable development and leadership.