



# Change Leadership. Main Theoretical Approaches

*Heiko Schmolke*

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Seminar paper from the year 2014 in the subject Business economics - Business Management, Corporate Governance, grade: 1.7, University of Applied Sciences Berlin (FOM), course: Master of Business Administration, language: English, abstract: The purpose of this research is to examine the subject of change leadership and its theoretical approaches. Scholars argue that the current economic and social environment is highly influenced by growing change. While a numerous recommendations have been made on specific strategies and activities managers should use to implement during change, the interpersonal dimension is often not considered sufficiently. Therefore the literature tends to distinguish leadership from management in the context of change. By providing an understanding of the meaning and characterization of management leadership and change leadership, the dimensions of change leadership emphasize the charismatic and interpersonal aspects. It has been found that change leadership is more collaborative and seeks to inspire and even influence the beliefs and behaviors of people. Explicit models subsequently provide elements of effective leadership which again depends highly on the personality of the leader. By using the assumptions of the dimensions and derived models, a series of phases regarding the implementation of change generate a strategic framework. These phases require a considerable length of time. It is advised to define aims or at least a condition where the organization hast to be in the future. In summary it can be said that the importance of leadership regarding change has to be considered sufficiently and is highly influenced by interpersonal aspects and soft skills.

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