



# ТЕНДЕНЦІЇ РОЗВИТКУ НАУКОВОЇ ДУМКИ В МЕНЕДЖМЕНТІ, ГАЛУЗЯХ СПОРТУ, ОБСЛУГОВУВАННЯ ТА ОХОРОНИ ЗДОРОВ'Я

*Тези доповідей  
III Міжнародної студентської наукової конференції  
(26-27 вересня 2024 року, м. Львів)*

*За загальною редакцією  
Наталії ПАВЛЕНЧИК*

**Львів -2024**

UDC 65.012.32

**ANALYSIS OF EFFECTIVE LEADERSHIP STYLES AND THEIR  
IMPACT ON MAINTAINING A STABLE CORPORATE CULTURE**

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Leadership is a crucial factor in maintaining and enhancing the stability of a corporate culture. Effective leadership styles influence significantly employee behavior, organizational commitment, and overall corporate performance. This essay presents a literary analysis of various leadership styles and their impact on maintaining a stable corporate culture. Additionally, it outlines a scientific study designed to investigate empirically these relationships.

Transformational leadership is distinguished by the leader's ability to inspire and motivate employees to exceed their expectations, fostering an environment of innovation and change. This leadership style is linked with positive outcomes in corporate culture due to its emphasis on vision, inspiration, and personal development. Recent studies have highlighted that transformational leadership contributes significantly to an organization's adaptive culture and resilience, particularly in dynamic and challenging environments [1].

Transactional leadership is characterized by clear structures, rewards, and penalties to manage employee performance. This style ensures stability within an organization by making sure employees understand their roles and expectations. However, while it can create a stable corporate culture by promoting consistency and predictability, it may lack the ability to inspire innovation and long-term commitment [2].

Transactional leadership is characterized by clear structures, rewards, and penalties to manage employee performance. This style ensures stability and order within an organization by making sure employees understand their roles and expectations. However, while it can create a stable corporate culture by promoting

consistency and predictability, it may lack the ability to inspire innovation and long-term commitment [2].

Authoritative or autocratic leadership involves centralized decision-making and a clear hierarchy. Leaders using this style make decisions unilaterally and expect strict compliance from subordinates. While this approach can ensure quick decision-making and clear directives, it may stifle creativity and employee engagement. The stability achieved through authoritative leadership is often fragile, as it relies heavily on the leader's presence and control, potentially leading to a rigid corporate culture that struggles to adapt to change [3].

Effective leadership is crucial in shaping and maintaining a stable corporate culture. Through a literary analysis, it is evident that transformational and servant leadership styles have a more profound and lasting impact on corporate culture stability compared to transactional and authoritative leadership. The proposed scientific study aims to empirically validate these findings and provide deeper insights into the mechanisms through which different leadership styles influence corporate culture. Understanding these characteristics can help organizations to cultivate leadership practices that foster a stable, engaged, and resilient corporate culture.

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