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Plenary and Invitation Paper

MODEL OF EXCELENT LEADERSHIP IN COMPLEX ORGANIZATIONS: POWER, INFUENCE AND ENERGY

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Summary: Developing model of power was set up by Barton Michelson, as positive power which is continually used for achieving organisational, group and individual aims in order to provide more efficient operation of a company, or complex (multinational) organisations. Model of excellent leadership was based on this model, which in current conditions in global economy and society in general, responds better to the recent changes and challenges in complex organizations in the region. Recent researches have shown that aspects of influence, readiness for changes and agility in bringing them about are especially involved in this model. The outcome of this modelling is mathematical interpretation of this complex interdisciplinary, multidisciplinary and transdisciplinary problem.

Keywords: Developing model of power, excellent leadership, influence, changes, energy.

1. INTRODUCTION

Use of power in an organisation, with help of ethic or other positive and purposeful behaviour is an obligation and self-responsibility which is a part of leadership function and its own credibility.

For a basic, structure setting of his „model of base power developing“, Michelson assumes that leaders who use power for leadership in certain organisations have to develop organisational power as a base of efficient use of power influencing the others.

His model of power is designed to show that power is differently distributed within an organisation. This model establishes an interpersonal link between basic power of a leader and alternative influences of a strategy as a product of positive dynamic power for change.

The importance of the model is that it established positive interpersonal and organisational relationships and that it is applicable to all organisations regardless of their size, aim, mission, and technology and other.

Recognized and accepted literature is used for the basic structure of the model: *John Kotter, Rosabeth Kanter, David Whetton and Kim Cameron*. A model, which establishes dependent and interdependent relationships critical for the power of acquisition, transformation, dynamic changes and organisational efficiency, was designed and extended. *Harry Truman* says for leadership: „Leadership is the ability to convince a man to do something he does not want to do and to do it willingly“ (Cohen, 1984 Essence of the problem for every leader in every organisation is how to include others to work on achieving

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