

Objective

The main research goal of the project is development of a Bounded Leadership based on guidelines provided by the latest researches of professor Koźmiński (2013) in the international dimension. Thanks to obtained grant from NCN ("Development of Bounded Leadership Model" grant no: UMO-2014/15/B/HS4/04428) initial research on bounded leadership has been already conducted in Poland and results confirm assumptions of the bounded leadership theory. The continuation of the research should verify if bounded leadership concept is an universal theory or culturally grounded one.

The following research issues are subject of the project: (1) How competences affect leadership? (2) What constraints are related to leadership? (3) What is relationship between leaders' influence and leadership? (4) How digital settings influence constraints? On such basis the following theses have been advanced: H.1. Leadership in Poland and other countries depends on competencies and ability to overcome constraints H.2. There are cultural differences between leaders from Poland and other countries in terms of leadership. H.3. Digital settings help overcome constraints

Confirmation or rejection of the before-mentioned theses will have a great meaning for development of international dimension of bounded leadership theory.

Research project methodology

Empirical research will consist of five parts: (1) literature review and country selection (Poland and minimum 4 countries) (2) Cultural adaptation of measurement (3) Verification and measurement of leadership competences: (a) Adjustment of competence model in the framework of leadership competences; (b) Development of a tool testing leadership competences (360 evaluation); (c) Sample selection (d) Survey execution among leaders; (4) Verification and measurement of organizational constraints: (a) Adjustment of a tool measuring internal and external constraints; (b) Survey execution among leaders;. (5) Verification and measurement of leadership impact on organization and stakeholders: (a) Adjustment of a tool measuring impact; (b) Survey execution among leaders;. (6) Development of tool measuring leaders' presence in digital settings.

Reasons for choosing the research topic

There are number of leadership theories which are based on research conducted in specific situations, industries or countries. Leadership studies which allow to apply good practices to various cultures are rather limited. Previous research suffers from some conceptual and empirical concerns.

Presented research project aims to test a broad, unique and complementary leadership theory. Research activities will be undertaken in countries with high level of managerial education. This way it will be possible to perform comparison among study participants who come from different cultural backgrounds.

Measurable effect of the project shall be: (1) Development of two standardized - reliable and accurate research tools - (a) 360 degrees test testing leadership competences, (b) questionnaire to measure leadership constraints (2) Preparation of lectures for foreign conferences (three conferences at the term of the project); (3) Development of two papers for scientific journals; (4) Arrangement of scientific seminary presenting results of researches; (5) Development of good practices set in the field of overcoming of the external / internal leaders' constraints. (6) Developing online platform enabling 360 evaluations in different languages.