



## Is Leadership in the Eye of the Beholder?: A Study of Intended & Perceived Leadership Strategies & Organizational Performance

By Christian Botcher Jacobsen, Camilla Denager Staniok

The Rockwool Foundation Research Unit. Paperback. Book Condition: new. BRAND NEW, Is Leadership in the Eye of the Beholder?: A Study of Intended & Perceived Leadership Strategies & Organizational Performance, Christian Botcher Jacobsen, Camilla Denager Staniok, The HRM literature argues that intended leadership practices can be perceived entirely different by employees, and that perceived practices are more likely to be related to performance than intended practices, because perceived practices are closer related with motivation and commitment. Using a sample of 1,621 teachers and 79 Danish high schools, we find that intended and perceived transformational and transactional leadership strategies are only weakly correlated, and that only perceived strategies (both transformational and transactional) are significantly related to objectively measured school performance.



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