

Posodobljen model avtopoietskega vodenja

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Povzetek:

Raziskovalno vprašanje (RV): Katere spremenljivke še izboljšujejo in dopolnjujejo model avtopoietskega vodenja?

Namen: Raziskava je namenjena izboljšanju modela, in sicer z eno nekoliko spremenjeno osnovno spremenljivko ter dopolnitvi modela s petimi novimi spremenljivkami.

Metoda: Cilje raziskave bomo dosegli z metodo analize člankov in predvsem vprašalnikov. S triangulacijo oziroma kombiniranjem različnih raziskovalnih teorij znotraj raziskovalnega problema, bomo izhajali iz različnih, tudi nasprotno, teoretičnih predpostavk. Na ta način bomo pridobili celovit vpogled v proučevano področje.

Rezultati: V obstoječem modelu bomo eno spremenljivko zamenjali, in sicer bomo čustveno občutljivost zamenjali s čutno ostrino, ostali dve spremenljivki ciljna usmerjenost in prožnost pa ostajata nespremenjeni. Modelu bomo dodali pet novih spremenljivk, in sicer mediativen način komuniciranja, kamor spadajo postavljanje vprašanj, povratno sporočilo in opolnomočenje ter še dve spremenljivki, to sta dober stik in stalno učenje. Te spremenljivke pomembno zvišajo kakovost modela zaradi večjega obsega ključnih elementov. Za omenjen obseg spremenljivk bomo pripravili vprašalnik.

Organizacija: Rezultati raziskave z izdelanim dopoljenim modelom avtopoietskega vodenja dajejo organizaciji pomembne informacije o dobrem vodji, s čimer vplivajo na izbor najboljšega kadra.

Družba: Model avtopoietskega vodenja se v prvi vrsti uporablja kot vodenje sebe, s čimer se zgodi transformacija človeka. V nadaljevanju pa tak človek lahko uspešno vodi tudi tim in organizacijo. Na tak način gradimo novo kulturo odnosov, ki ključno vplivajo na družbo, socialno odgovornost, s tem pa tudi na celotno okolje.

Originalnost: Modela avtopoietskega vodenja v menedžmentu v svetovni literaturi ne najdemo. Na tak način uvajamo novo dimenzijo raziskovalnega področja, ki ga je z novimi raziskavami možno izboljšati.

Omejitve/nadaljnje raziskovanje: Raziskava je bila omejena na teoretično raziskovanje. V nadaljevanju predlagamo tudi druge raziskovalne metode, ki bi proučevani model lahko še izboljšale.

Ključne besede: avtopoietski model, avtopoietski vodja, ciljna usmerjenost, čutna ostrina, prožnost, triangulacija teorij.

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Updated Autopoiesic Leadership Model

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Abstract

Research Question (RQ): Which variables are still improving and complementing the autopoiesic leadership model?

Purpose: The research aims to improve the model with a slightly modified basic variable and complement the model with five new variables.

Method: The goals of the research will be achieved through the method of analyzing articles and, in particular, questionnaires. By triangulating or combining different research theories within the research problem, we will follow various, even contradictory, theoretical assumptions. In this way, we will gain a comprehensive view of the study area.

Results: In the existing model, we will replace one variable, emotional sensitivity, with sensory sharpness, while the other two variables, goal orientation and flexibility, will remain unchanged. We will add five new variables to the model, namely: a mediating communication, including posing questions, feedback and empowerment, and two variables: good impression and continual learning. These variables greatly increase the quality of the model due to the greater range of key elements. For this range of variables, we will prepare a questionnaire.

Organization: The results of the survey with the completed model of autopoiesic leadership provide the organization with important information about a good leader, thus influencing the selection of the best personnel.

Society: The model of autopoiesic leadership is primarily used as a self-guide, thus transforming a person. In the future, such a person can also successfully lead the team and organization. In this way, we are building a new culture of relationships that have a key influence on society, social responsibility, and thus the whole environment.

Originality: We cannot find the model of autopoiesic leadership in the world literature about management. In this way, we introduce a new dimension of the research area, which can be improved with new research activities.

Limitations/Future Research: The study was limited to theoretical research. In addition, we propose other research methods for further improvement of the study model.

Keywords: Autopoiesic model, autopoiesic leader, goal orientation, sensory sharpness, flexibility, triangulation of theories.

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