

Die Rolle Emotionaler Intelligenz F¼r F¼hrung Im Wandel - Susanne L¶schmann

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[...] Das Ziel dieser Arbeit ist es, beruhendauf dem derzeitigen Forschungsstand das Konzept der EI zu beschreibenund insbesondere im Kontext des Wandels die m¶gliche Bedeutungf¼r die F¼hrungspraxis abzuleiten.Im folgenden Abschnitt 2 werden zun¶chst die Ursachen des Wandels dargelegt.Bei der anschlie¶ßenden Darstellung der Konsequenzen f¼r die F¼hrungwird insbesondere auf die transformationale F¼hrung und das Kulturmanagementeingegangen, da bei diesen F¼hrungsformen Emotionen einewichtige Rolle spielen. Im Abschnitt 3 werden theoretische Konzepte der Elvorgestellt. Es erfolgt eine Ableitung des Begriffs der EI aus der Intelligenzforschungnach Mayer/Salovey sowie ihre Definition und Aufgliederung derEI in vier Dimensionen. Aufbauend auf diese Theorie entwickelte DanielGoleman sein Modell der EI-Kompetenzen f¼r die F¼hrungspraxis. In Abschnitt4 erfolgen Ableitungen f¼r die Rolle der EI f¼r F¼hrung im Wandel.Zun¶chst werden ausgehend von einem Manko an F¼hrungskr¶ften, dieWandel bew¶ltigen k¶nnen, ¶berlegungen zur Wirkung von EI im radikalenund evolution¶ren Wandel aufgezeigt. Des Weiteren wird Golemans F¼hrungsstil-Modell knapp vorgestellt und diejenigen F¼hrungsstile, die f¼r die Anwendung in Wandelprozessen geeignet scheinen, n¶her erl¶utert. Imabschlie¶ßenden Fazit werden die bisherigen wissenschaftlichen Erkenntnissezusammenfassend kritisch gew¶rdigt und ein Ausblick auf den weiterenHandlungsbedarf in der Theorie, Forschung und Praxis gegeben.Author: L¶schmann, Susanne Publisher: GRIN Verlag Illustration: N Language: GER Title: Die Rolle emotionaler Intelligenz f¼r F¼hrung im Wandel Pages: 00019 (Encrypted PDF) On Sale: 2004-01-01 SKU-13/ISBN: 9783638330282 Category: Business & Economics : Management - General

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