


Chapter 7

Importance of Leadership in Managing Post–Pandemic Crises

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ABSTRACT

The concept of leadership, which is the subject of many academic studies, is accepted as a phenomenon which is also emphasized in social sciences. With globalization and rapid and continuous development in the field of communication technologies, it has caused radical changes in many subjects from economy to politics, from organizational structures to management approach. In this study, firstly, the definition of the concept of leadership was made. Then, the scale studies in the literature related to the subject of leadership are included. Leadership theories, postmodern leadership types, and common leadership types are explained. With the research, the concept of leadership, which still does not have a clear definition in the literature and is changing day by day, has been extensively studied. The aim of the study is to contribute to the academic literature about the concept of leadership. Moreover, the study also aims to clarify the increasing importance of leadership in managing post-pandemic crises.

INTRODUCTION

Although leadership has maintained its importance throughout history, it has changed according to the leader need of the period. This concept, which found its place in the state administration before the industrial revolution, started to be discussed in the field of business management after the industrial revolution and became the subject of academic studies with the 20th century. So much so that only in the 20th century, more than 5000 studies were carried out and more than 350 definitions of leadership and leader were put forward (Erçetin, 2000). Although many definitions have been made up to now, a clear definition has not been developed yet (Bass, 1990).

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When the historical process is examined, in many periods; It is seen that different leadership theories and types, which are affected by cultural differences according to the situation, time and conditions, have emerged.

When leadership theories are examined in the historical process, it is seen that different leadership approaches have emerged depending on the period. Prior to the 1940s, the leadership approach based on innate characteristics left its place to the view that it is a trait that can be learned after the 1940s. This change is going on over the decades and is also effected by the pandemic crises.

1.1. Leadership Concept and Definition

There are many definitions in domestic and foreign studies on the concept of leadership, which has a complex nature. Leadership is difficult to define; It is about having a multidisciplinary aspect and finding differences in the dimension of perception. This situation leads to the emergence of new approaches and definitions about leadership. Leadership definitions are listed in chronological order in the table below.

Table 1. Definitions of Leadership

| Author | Year | Leadership Definitions |
|--------------------|-------------|--|
| Stogdil | 1948 | Leadership; It is defined as the act of influencing the efforts and efforts of an organized group in order to set a goal and achieve this goal. |
| Prentice | 1961 | Leadership; is to be successful in the goal of directing human resources. |
| Rauch and Behling | 1984 | Leadership; It is the process of influencing the activities of an organized group to achieve a predetermined goal. |
| Tosun | 1987 | Leadership is the relationship between individuals (group) gathered around a common goal and a person (leader) who determines their behavior. |
| Zaleznik | 1992 | Leadership is the ability to influence the thoughts and actions of individuals. |
| Jaques and Clement | 1994 | Leadership; It is the process where an individual sets a specific goal for one or more people and ensures that they act in accordance with these goals in a fully committed manner. It is the process by which an individual sets a specific goal for one or more people and enables them to act in a fully committed manner in accordance with these goals. |
| Goleman | 1998 | Leadership; It is the ability to act with a particular group for its current purpose and to channel that group towards the goal, rather than establishing authority over the group. |
| Zel | 2001 | Leadership consists of the ability to unite the members of a group in line with certain goals and to influence and mobilize them for the realization of these goals, and the sum of the skills, knowledge and personality traits used in this direction. |
| Aytürk | 2007 | Leadership is the ability to persuade individuals with the goal of change and improvement. |
| Hartog and Koopman | 2009 | Leadership is a socialized influencing process in which group members are directed to a common goal through that group's leader. |
| Robbins and Judge | 2013 | Leadership in definitions that deal with the power of leaders to influence people; It is the ability to influence the existing group in order to willingly make the target group do the behaviors that are believed to be done in order to achieve the goals. |

Different definitions have been made throughout the historical process regarding the concept of leadership, which has been discussed by many scientists. This definition, whose history is as old as humanity, was discussed by various researchers in the first quarter of the 20th century; but although

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