



**ACADEMIC YEAR 2009 – 2010**

**TITLE OF DIPLOMA THESIS:**

Leadership models and their application to small and medium enterprises

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**ABSTRACT**

The subject of this thesis project is leadership models and their application to small and medium enterprises. Not only are presented various leadership theories, but also models concerning the effective leadership, which are developed by experts, such as Likert, Blake and Mouton, are presented.

In addition to this, the thesis contains information on the most popular leadership styles, analyzing the traits, the role and the scope of a leader. Moreover, it emphasizes on the importance of the combination between knowledge and leadership in order to achieve the evolution of a company or an enterprise. This thesis aims to research and support the fact that the organizational learning can lead to the success of a company. This is approved by the results of the Multifactor Leadership Questionnaire (MLQ) which is distributed to the employers of an enterprise.

Furthermore, the thesis contains the way of management and leadership in small and medium enterprises (SME). It presents their conceptual framework in combination with the leadership styles throughout the years. The advantages and disadvantages of SME are analyzed briefly and finally the principal axes of effective leadership are defined. Through this research the thesis concludes to the creation and presentation of a plan whose aim is to suggest the appropriate leadership model according to the special circumstances and the size of the company.

**KEYWORDS**

Leadership models, Management small enterprises, The role of a leader