

1. Record Nr.	UNINA9910337822803321
Autore	Pratelli Cristina
Titolo	CEO Succession, Leadership, and (Dis)similarity : A Mixed Methods Approach / / by Cristina Pratelli
Pubbl/distr/stampa	Wiesbaden : , : Springer Fachmedien Wiesbaden : , : Imprint : Springer Gabler, , 2019
ISBN	3-658-24819-X
Edizione	[1st ed. 2019.]
Descrizione fisica	1 online resource (235 pages)
Collana	Familienunternehmen und KMU, , 2520-1182
Disciplina	658.4092
Soggetti	Strategic planning Leadership Personnel management Business Strategy and Leadership Human Resource Management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	Leadership, Family Business, Cognitive Psychology -- Leadership Style Continuity and Observational Learning -- How Does Leadership Style (Dis)similarity Influence Employees' Attitudes? -- Intra-Family Leadership Succession and Leadership Style (Dis)similarity.
Sommario/riassunto	CEO succession represents a challenge for many companies. The leadership style of the new CEO impacts employees' attitudes which, in turn, might be biased by the comparison employees make with their previous CEO. Cristina Pratelli investigates how and why leadership style (dis)similarity between the predecessor and the successor develops and affects successor leadership effectiveness. After a literature review and a theoretical model, she presents results from a quantitative study with SMEs in Switzerland as well as a qualitative multiple-case study with family businesses based in Germany, Italy, and Switzerland. This work offers new insights into CEO selection, leadership development, and the effectiveness of organizations. Contents Leadership, Family Business, Cognitive Psychology Leadership Style Continuity and Observational Learning How Does Leadership Style (Dis)similarity Influence Employees' Attitudes? Intra-Family Leadership

Succession and Leadership Style (Dis)similarity Target Groups
Researchers and students in the fields of management, organizational behavior, HRM, and family business Practitioners in organizational change, HR, leadership development, and succession, as well as owners and consultants of family businesses The Author Dr. Cristina Pratelli wrote her dissertation under the supervision of Prof. Dr. Andreas Hack at the Institute of Organization and HRM at the University of Bern, Switzerland. She is currently working as consultant for change management and HR transformation.
