

The Capability of Organizational Leadership: Development of Conceptual Framework

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Abstract : Current paper develops the conceptual framework for organizational leadership capability. Organizational leadership here is understood as collective multi-level phenomenon which has been embedded into organizational processes as a capability at the level of the entire organization. The paper analyses and systematises the theoretical approaches to multi-level leadership in existing literature. This analysis marks the foundation of collective leadership at the organizational level, which forms the basis for the development of the conceptual framework of organizational leadership capability. The developed conceptual framework of organizational leadership capability is formed from the synthesis of the three groups of base theories - traditional leadership theories, the resource-based view from strategic management and complexity theory from system theories. These conceptual sources present the main characteristics that determine the nature of organizational leadership capability and are the basis for its measurement.

Keywords : leadership, organizational capability, organizational leadership, resource-based view, system theory

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