

Abstract for review

European Research Network On Philanthropy
8th International Conference Copenhagen, July 13-14, 2017

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THE QUANTITATIVE VALUE OF CONFIDENCE FOR THE LEADERSHIP OF KEY-EMPLOYEES

Reference:	48061811
Number of authors:	1
Keywords:	Confidence, Leadership, Management, Key-employees
Topic:	Economics of philanthropy
Theme of abstract:	
Research method:	Theory building
Geographical focus:	Multiple countries (Other countries)
Type of article:	Research article

Abstract:

The meaning of confidence between manager and employee get more and more famous in the modern art of leadership. It's no more enough that an employee gets a fair or good salary in a company, what can secure its employment. Also other factors, same as the environment or the relationship to the supervisor must be positive to bind employees to their companies. But what kind of influence has the factor "confidence" for real? Is it really so important, that leaders have to build up a personal relationship to their employee to bind them in their department or company? Or is the influence of confidence just an add-on, something "nice to have" in the toolbox of leadership?

With the basis of a literature research the influence of confidence onto leadership has been reviewed. The factor confidence isn't really so concisely as general thought. In most cases this factor isn't a main tool for leadership, but from authors point of view, based on own and external experiences this is one additional of the main well known forces of leadership according French & Raven, which is the more important the higher the management level is and which has its defined position in the non-structured before mentioned leadership model.

With the author's model of Forces of Leadership, the importance of confidence and its potential relations to popular incentives is visualized and integrated in a management model for modern leaders.

The result of this research is the basis for proofing the model and the relation in reality on CEO level, because here we have the high paid and very important manager who should be bonded to the company, to prevent the loss of company knowledge, which is not rarely concentrated on these positions.

Most important references:

French, J.R.P./ Raven, B. (1959): The bases of social power, in: Cartwright, D. (Hrsg.): Studies in Social power, Ann Arbor, S.150-167.

Luhmann, N. (1973) Vertrauen. Ein Mechanismus der Reduktion sozialer Komplexität (2. Aufl.) Stuttgart: Enke In Petermann, F. (1992). Psychologie des Vertrauens. (p.15) München.