

The capital of relationships at the level of an organisation

Leading high performance organisations is the attribute of those leaders capable of using, as motivating argument, the distribution of power at the level of the organisation members or, as attitudinal argument, the efficiency. In fact, it is about the positioning of the organisation manager in relation to people or to particular tasks. The individual power temptation can isolate the leader if this is inadequately distributed, being non-compliant with the people's merits. We should consider the large range of power components, relating to: position, authority, expertise, resource owner, in general, information owner, in particular etc. In order to allow an equitable distribution of power, it is essential for the monitoring, control and assessment process to be impeccably achieved. We can refer to the double side of processes: quantitative and qualitative. From such perspective, the quantitative and qualitative indicator can define the road of the organisation to performance. The difficulty of the correct positioning of the organization manager between „doing what is right - efficacy“ and „doing it right - efficiency“ reveals the extent of the talent of the manager to reach equilibriums. Equilibrium does not reflect just stability but the search among the multitudes of the states of a system, of those moments fit for analysis. The searches are keys for finding answers to the challenges faced by the organisation. People imply both assumed roles and used competences. Hence, leadership remains a form by which the organisation can identify the right routes to achieve its goals.

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