

# BÖLÜM 6

## DEĞİŞEN DÜNYADA GELİŞEN BİR LİDERLİK PERSPEKTİFİ: DÖNÜŞTÜRÜCÜ LİDERLİK TEORİLERİ

Nazım ŞEN<sup>1</sup>

### GİRİŞ

Liderlik, özellikle spor ortamlarındaki takımların etkinliği ile ilgili olduğu için sporun temel bir parçasıdır (Cotterill ve Fransen, 2016). Liderlik kavramı hem spor örgütlerinde hem de farklı örgütler içerisinde ele alınmış ve liderlik ile ilgili farklı tanımlamaların ortaya çıkmasında rol oynamıştır. Bu bağlamda içinde bulunulan örgüte göre liderlik tanımları da farklılık göstermektedir.

Bu bölümde liderliğe ilişkin geçmişten bugüne yapılmış tanımlar, liderlerde bulunan genel özellikler, liderlerin görevleri ve temel fonksiyonları, liderlik teorilerinin kısaca aktarılmasının yanı sıra bölümün temel konusu bağlamında değerlendirilecek olan dönüştürücü liderlik teorileri içerisinde ele alınmıştır. Dönüştürücü liderin tanımı, özellikleri, işlemsel liderlik ile arasındaki farklar ve dönüştürücü liderliğin boyutları detaylandırılarak aktarılmıştır.

### GEÇMİŞTEN BUGÜNE LİDERLİK

Soucie (1994) tarafından liderlik pek çok farklı anlamda kullanılmış olup liderliğin güç, otorite, yönetim, idare ve gözetim gibi kavramlar çevresinde şekillendiği görülmektedir. Araştırmacılar liderliği genellikle araştırmak istedikleri konuya ve araştırmanın amacına uygun fakat kısıtlı bir perspektiften tanımlamaktadır. Liderliğin tanımları ile ilgili olarak zaman içerisinde değişim

<sup>1</sup> Arş. Gör., KTO Karatay Üniversitesi Sosyal ve Beşerî Bilimler Fakültesi Psikoloji Bölümü,  
nazim.sen@karatay.edu.tr

sen, Steffens ve diğerleri, 2015). Bu çalışmalar bağlamında görülmektedir ki örgütlerde liderlik pek çok farklı alanlarda çalışılan ancak literatürde spor ve liderlik daha az çalışılan bir alan olup ileriki araştırmalar açısından gelişmeye açık bir yapıyı temsil edeceği düşünülmektedir. Liderlik alanında çalışan kişilerin yeni ve güncel bilgilerle bir eğitim vermeleri ve ilgili alanlardaki uzmanlarla iş birliği yapmaları da içinde buldukları örgüte katkı sağlayacaktır (Karaman, 2022).

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