Responsible Leadership in Global Business: Conceptualization and Empirical Investigation

Summary / Zusammenfassung
The research project differentiates three areas of interest that call for a changing understanding of leadership and an extended responsibility of leaders in organizations. All three areas have not been addressed sufficiently in academic literature and warrant future research.

(1) From a normative point of view, authors convincingly call for an extended (political) responsibility of organizations. This in turn implies a call for an extended responsibility of the central actors in organizations, the leaders.

(2) From an instrumental point of view, organizations are faced with increasing demands of external constituencies (stakeholders). Those constituencies, if neglected, can withdraw the “license to operate” of organizations and thus threaten their existence and/or can add to the organizational wealth creation (e.g. through the engagement in mutual beneficial relationships influenced by organizational leaders).

(3) Finally, the descriptive reality shows that business leaders in recent crisis or scandals (see e.g. the financial crises or recent corruption scandals) did not always live up to their responsibility. This deviance in the leaders’ sense of responsibility had severe effects on the license to operate of their firms and subsequently on the organizational performance. In some cases even the whole existence of firms was put at risk.

The aim of the research project is to develop an understanding of leadership that

(1) from a normative perspective enables leaders to act in a (morally) good sense by guiding them in establishing generally accepted norms and values through dialogue with all affected constituencies;

(2) from an instrumental perspective grants a license to operate for the organization and adds to the organizational wealth creation; and

(3) can be operationalized and so enables a descriptive, and in an subsequent step, a prescriptive access to the phenomena of (responsible) leadership.

Publications / Publikationen


Keywords / Suchbegriffe
Leadership, Responsibility, Leadership Ethics, Business Ethics, CSR, Political Theory, Scale Development

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Other Links to external Webpages / Andere Links zu externen Webseiten
Homepage of our Chair: http://www.business.uzh.ch/professorships/as.html

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