The Impact of Leadership Styles on Strategy Implementation in the Egyptian Pharmaceutical Field

Sayed El Khouly, American College of Dubai
Mohamed AbdelDayem, Ain Shams University, Egypt
Ingy Saleh, Ain Shams University, Egypt

ABSTRACT

Leadership is the life blood of any organization and its importance cannot be underestimated. Many authors have examined this phenomenon, but there is no dominant paradigm for studying it and little agreement regarding the best strategies for developing and exercising it. Leadership style is viewed as a combination of traits, characteristics, skills and behaviors that leaders use when interacting with their subordinates. According to psychologists’ definition of leadership styles, there are four types of leadership styles (autocratic, democratic, laissez-faire and participant leadership) implemented within a dynamic strategic management process. Several researchers have identified three factors in any strategy implementation: the structure, leadership style and resources. In this study, the researchers will examine the impact of leadership styles on strategy implementation in the pharmaceutical industry.
Pharmaceutical industries are characterized by a unique business culture, including a high regulation process and extra logistic implementation. Highly effective leadership styles, which could significantly affect the strategy implementation process, are defined in this study.

Keywords: Leadership Style, Strategy Implementation, Autocratic, Democratic, Laissez Faire, Participant