

Leadership and strategic decisions: An integrative perspective Liderazgo y decisiones estratégicas: Una perspectiva integradora

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This paper consists of a theoretical review and the construction, through analytic induction, of a model that establishes structural relations between leadership styles, the strategic decision-making process and efficacy of an organization. An integrative perspective is elaborated under that perspective. In order to build such an integrative model, a bibliographic review is made, allowing to analyze what leadership is, the existing kinds of leadership and their link with the strategic direction process. From the literature review it is concluded that there is no integrative proposal that permits the establishment of the global perspective on the relationship between leadership-decision-making-efficacy. Therefore, a model is constructed that relates leadership style with rationality, politics, flexibility, justice and conflict in the strategic decision-making, indicating its influence upon strategy design and implementation.