

# A comparative study of the influence of leadership styles and congruence of values on the effectiveness of public and private institutions Estudio comparativo de la Influencia del estilo de liderazgo y la congruencia de valores en la eficacia de empresas

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This work pretends to find the best practices in public and private management and to show how leadership influences the effectiveness in different types of organizations. A sample of 64 managers of public institutions and 119 managers of private enterprises in Northern Chile was studied. Results show that in public institutions, transformational leadership and value congruence are essential aspects to achieve strategic success, but transactional leadership has not the same effect. Private enterprises are affected positively by transformational leadership and negatively by transactional leadership. Congruence of values is also a determinant of success in private enterprises. The goal of the institution is a relevant element that influences the magnitude and type of impact in the relationship between leadership, congruence of values and organizational performance. © 2008 Asociación Interciencia.