

Leadership styles, knowledge management and strategy design: An empirical study in small and medium-sized firms Estilos de liderazgo, gestión del conocimiento y diseño de la estrategia: Un estudio empírico en pequeñas y medianas empresas

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The relationship between leadership styles, knowledge management and strategy design is analyzed. To this end, a sample of 78 top managers of small and medium-sized firms in northern Chile was gathered. The results show that there is a relevant relationship between leadership styles and knowledge management. Leadership styles can significantly explain the process of creating, sharing and using knowledge in small and medium-sized firms. Moreover, it is shown that knowledge management has a statistically significant impact on the design of strategies. Consequently, in the analyzed small and medium firms there is a causal relationship between leadership styles and knowledge management; and between knowledge management and strategy design.