

## THE ANALYSIS OF THE COMPETENCIES CONCEPT IN THE LEADERSHIP FIELD

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### ABSTRACT

*Leadership proves to be one of the key factors that shapes the evolution of an organization and its results. Associated especially with the very good results, the leaders should also held responsible for not meeting the targets that the organization sets.*

*Within a more and more dynamic environment, the present paper is exploring the need for competencies in the leadership field and how the organization can support the development of the present, but also future leaders.*

*It has to be able to create a mix of internal and external factors that support the appearance and expansion of the valuable leaders throughout the organization and to create a culture that foster the promotion of the knowledge based organization.*

**KEYWORDS:** *human resources, leadership, organizational culture.*

**JEL CLASSIFICATION:** *M140, M100.*

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