

Abstract

Differences in leadership styles exist across cultures and nationalities. The effective leadership is essential for the successful economical transition of Georgia. Using the notion of implicit leadership theory and based on works of *Globe Leadership and Organizational Behavior Effectiveness research program*, and Behavioral Leadership Theories, we outlined a theoretical framework to determine the relationship between national culture and dominant organizational leadership styles in Georgia. A hypothesis was proposed that some national cultural dimensions of Georgia could be related to the dominant leadership styles in Georgia.

200 Georgian citizens were selected from Tbilisi, Rustavi, Gori, Kaspi, Kutaisi, Dusheti, Jinvali, and seven different villages – Bazaleti, Mchadijvari, Kvavili, Magaroskari, Kunchecha, Axalsopeli, and Leteti – for a representative sample. *Dimensions of Culture Questionnaire*, developed by GLOBE research team was used to examine nine national cultural dimensions of Georgia (*uncertainty avoidance, power distance, institutional collectivism, in-group collectivism, gender egalitarianism, assertiveness, future orientation, performance orientation, and humane orientation*). Furthermore, *Leadership Behavior Descriptive Questionnaire (LBDQ)*, and *Mouton and Blake's Managerial Grid®* were used to determine the dominant leadership styles in Georgia. Additionally, 30 participants of a total 200 were interviewed to find out the underlying factors that had impacted their answers on LBDQ.

The results indicate that the dominant leadership style in Georgia varies from *Middle-of-the-Road* to *Authority-Compliance* and is affected by cultural dimensions as *In-Group Collectivism, Institutional Collectivism, Assertiveness, Performance Orientation, and Power Distance*.

High *In-Group Collectivism* dimension of Georgia contributes to *Middle-of-the-Road* Leadership style. *Authority-Compliance* leadership style is affected by high *Power distance* and high *Assertiveness* cultural dimensions of Georgia. *Performance Orientation* contributes to *Middle-of-the-Road* as well as to *Authority-compliance* Leadership Style. And finally, *Institutional Collectivism* contributes to *Middle-of-the-Road* leadership style.