Specificity of Leadership Behaviour in Growing High-tech SMEs

Kiril Todorov
University of National and World Economy (Bulgaria)

Abstract

The role and contribution of growing high-tech SMEs like: value-added; creating competitive advantages; developing and use of highly qualified and motivated work force etc. in every economy and society is evident.

But behind the clear contributions of growing high-tech SMEs, very often are neglected internal important (specific) issues like: role and motivation of key experts; management of knowledge in operational context; increasing role and behaviour of the leaders and leadership specificity.

The aim of this paper is: to identify and analyze the key characteristics of leadership in growing high-tech SMEs as a critical factor for their competitive performance. There are serious arguments that leadership has definitive specificity and difficulties in such class firms. In this context we will try to answer to key questions and show how leadership could be improved.

Key words: lean leadership; growing firms; selective motivation