

## **ABSTRACT**

This bachelor thesis deals with styles of leadership and motivation to work with a focus on Schools of Arts. The main aim of the thesis is to clarify what the most frequently used styles of leadership and methods of motivation to work used by Schools of Arts' directors are and what effect they have on their teachers. The first part of the thesis presents a general theoretical basis for the topics of leadership, styles of leadership, motivation, delegation and communication. This part also defines the concept of Schools of Arts, its Director and Teachers. The second part describes the preparation and process of empirical research through a questionnaire which was sent to all of 504 Schools of Arts in the Czech Republic. Furthermore, the answers from the questionnaires are presented in graphs in this part and the collected data are interpreted. The above research results confirm the assumptions about the most commonly used styles of leadership and motivation to work in Schools of Arts. In summary, the most frequently used styles are the democratic ones: consultative, participatory and delegative, with no authoritarian style. The support and possibility of extracurricular artistic activities, further education, adjustment of work according to the teacher's needs, delegation of tasks and individual approach are used as specific tools of motivation of the teachers of arts. The majority of teachers at the Schools of Arts are satisfied with these styles of leadership and motivation tools. It also has a positive effect on their work. The end of the thesis consists of the researched problematics and research results briefly summarized. Moreover, there is also presented how the directors of School of Arts may benefit from the research presented by this thesis.

## **KEYWORDS**

leadership, styles of leadership, motivation, delegation, communication, School of Arts