

This Diploma work describes one of the possible ways to approach the leadership and company management.

The first half deals with modern approach to the theory of directing during the past century, tasks and roles of company managers including claims on the directing activity and assumptions necessary for its successful performing.

The second half of the work focuses on the systemic approach. It describes its starting points and pillars, on which the systemic theory stands. The comparison of traditional and systemic coaching and the description of systemic approach philosophy demonstrate the advantages of this conception for professional and personality development of manager as well as the company.

Two appendixes support the text by practical information about the manner of conducting a coaching interview and document the method of systemic coaching using results based on real work with people