

## **Abstract**

The Theory of Situational Leadership, the core of the thesis, has become nowadays one of the intensively studied area in Sociology of management. The primary goal to be accomplished here in this thesis is to examine leadership styles of leaders in the optical business in the Czech Republic and to determine if the leaders are effective when exercise leading the followers, all with regard to Blanchard's and Hersey's Situational Leadership Theory. The main part of the thesis consists of empirical study which focuses on leaders and their leadership styles in optical organizations as well as their effectiveness in leading team of followers. The quantitative survey tool modified by author so can be used in czech environment will be introduced in the methodological part of the thesis. The theoretical assumptions should appropriately illustrate the analytical results obtained by the research.