

ABSTRACT

The diploma thesis examines the leadership of the principals from three primary schools.

The thesis is an inspirational attempt to transfer the concept of the business sphere to a specific segment of management education. Jim Collins's five-year study, *Good to Great* (Collins 2001), unveiled crucial factors in transforming a business from "good to great". This study is the inspiration for adapting the 5th Level Leader Concept to the environment of three selected schools, focusing on their principals who managed to get their "schools" out of mediocrity. The theoretical part is divided into three basic chapters, which are dedicated to leadership, school management specifics, and to Collins's study with the focus on the 5th level leader concept. The summary of the findings from the reference literature in the theoretical part is the basis for the practical part, which examines the principals of three schools in six attributes according to Collins's study. The aim of this thesis is to assess whether the personalities of the selected principals correspond to the 5th level leader concept, which are specific, characteristic, inborn characteristics and abilities that are independent of practice, education, training, and specific knowledge. Level 5 leaders are exceptional leaders who are endowed with extraordinary personalities and the gift of leadership without their specific commitment. Based on qualitative research in the form of interviews with the principals and their colleagues, it was possible to decide with the help of coding whether the principals correspond to the characteristics of Collins's 5th level leader. The output is the description and evaluation of the leadership qualities of the studied principals from the selected schools according to Collins's criteria for the *Good to Great* study and the comment on the methodical applicability of this concept for Czech education and the field of education management.

Keywords: leadership, school principal, management, Collins, 5th level leader