Abstract

Leadership is the key factor in all transformations carried out in the world, in a country, society or organization, along with development. References throughout history consider that the predominating type of leadership is the mechanistic or autocratic approach. Although it is certain that this concept has had relevant achievements in technological, economic, genetic and cybernetic areas, it is also certain that it has produced deterioration: the exploitation of man, warlike conflicts, contamination and social intolerance. Mechanisticism is governed by linearity, determinism, fragmentation and binary logic; nevertheless, man is dynamic, unpredictable, holistic and ternary. In the search for social, economic and ecological transformations, a new leadership approach emerges, defined as systemic leadership, which conceives man as the fundamental nucleus of the system and the organization as a social system that interacts with the surroundings for sustainable development. This leadership designs, educates and serves, supported by a shared vision, ethical values and communication, as a basis for changing the thinking of twenty-first century organizations, which characterize systemic leadership as an entity that synchronizes actions and activities. The theme was approached through a documentary investigation of a descriptive-explanatory nature, which made it possible to affirm that leadership is the fundamental basis on which social structure is built. The concept of reality held by a society or organization depends on leadership, a reality that must be approached from different viewpoints, without underestimating the valuable contributions of contradictions.

Keywords

Leadership, mechanistic thought, systemic thought, reality, logic.