A business can grow as high as its leader can grow. It is true of the saying, which highlights that it does not matter whether we are examining a small and medium-sized enterprise or a specific department of a huge corporation or the whole firm, the qualities, abilities, behavior of the leader and training of human resources and especially of managers working in key positions are critical importance for the success of the company. Professional proficiency includes knowledge of work processes, knowledge of how to solve the tasks to be performed, and the ability to apply technical solutions found in the workplace. In addition to professional skills, dealing with people is a critical skill. Finding the right leadership style is a leader’s most important task. Motivating and involving employees in order to achieve goals, as well as establishing appropriate communication and relationships.
The beginning of leadership development
The concept and history of leadership can be paralleled with evolution. In all areas of life, there are individuals with such attitudes, qualities, and behaviors who take on the leadership role, bearing its advantages and disadvantages. During the development of humanity, the tendency to behave, that a few persons in a given community rise above the other members of the group or crowd, thereby becoming a leader, is noted and accepted by the other members of the group. Throughout history, they were kings, popes, castle captains, and generals. Today, these roles have transformed, but managers are still everywhere. A captain on ships, a pilot on an airplane, a tribal chief in jungle tribes, a commander in the army, a director in the theater, a conductor in the concert hall, a coach on the sports field, a chancellor in universities, an executive of a limited liability company, a chairman of the board of trustees in foundations, a ruling company in nations, a prime minister or a president they also call the leader. Whatever different words we call these positions, overall, they carry similar roles. Candidates are persons who are outstanding figures in a given area, have authority, responsibility, and decision-making authority at the top or top of the ladder. According to Mills (2011) the manager's activity is aimed at performing certain tasks within an organized framework, performing, delegating, solving, and controlling tasks. Leaders are usually selected from among the most qualified, influential, successful, and experienced individuals within the community. In order to fulfill the leadership role, it is essential to accept and be accepted by the other members of the group. One of the moments of exercising the leadership role is that the key to the environment recognizes the individual as a leader. According to Tomka and Bőgel (2019) the main tasks of the manager include planning, organization, management, decision-making, and control. In international practice, we distinguish between managers and leaders. While the manager's task is planning, organizing, controlling and intervening, the leader's task is to motivate, formulate and convey values, set an example and inspire. The end of the 19th century and the beginning of the 20th century is called the classical point of view in economics. In this period, the systematic description and scientific development of organizational and management theories began. The main task of management was the precise, scientific organization of work. Repeatability and measurability are basic requirements. During this period, basic rules such as the separation of intellectual and manual work, unification of working hours, standardization were formulated and developed, and workers should not have to discover the technology, processes, and tools necessary for their work, it is the task of the management to provide them with it (Kieser and Ebers, 2019). Sorting out well-functioning work processes and then developing them into processes is always the manager's task.

The most important leadership skills and qualities
In the history of leadership, many people have tried to find those abilities and qualities, the presence of which in an individual guarantees that the chosen person will be a suitable and good leader. It was mostly typical in the 1940s and 50s, but the research and effectiveness of these properties fell short of expectations. Of course, this does not mean that good leaders do not have common qualities without which they could hardly be called good. The failure of the research is more to be attributed to the fact that the wide spectrum of properties did not provide common coincidences on the basis of which conclusions could be drawn clearly and without doubt. Universal truths were drawn, so a good leader treats people well, knows people well, has excellent professional skills, communicates well, can manage, has brave, mostly extroverted personality traits. A good leader must have perfect control over his team. This includes full responsibility, patience and understanding, service, and leading people the way the leader wants to be led. After these researches did not bring the expected results, instead of human qualities and abilities, they began to focus on the investigation of leadership styles.

The leadership styles
The leadership style determines the character of the enterprise, the way it operates, and the image shown to the outside world. According to Klein (2021), leadership style is the behavior pattern of the leader that is perceived by the environment. Roóz (2001) puts it differently, according to him, the leader is a person in the organization who cooperates with the organizational members in an organized manner, so that individual and organizational goals can be realized.

The leadership style is a set of regular behaviors and activities that characterize the daily relationship between the manager and the persons below him in the corporate hierarchy, the manager's conscious behavior towards the employees dependent on him, and the manager's perception and actions of people management. According to Berde (2003) the leadership style is also the means of the leader's exercise of power, it includes all the methods by which leaders can influence their employees. Leadership style is the leader's approach to align individual and organizational goals. Leadership and leadership style is a role and at the same time a social influence, which has both rational and emotional elements. However, the emphasis is on the process of influencing, the actors of which are the leader and the worker (KispáI, 2013; Gál,
The manager is responsible for carrying out and implementing an activity. People in leadership positions must make decisions, not just carry out instructions, they are responsible for their work to the community (Drucker, 1966).

You can't lead people until you love them. It is the responsibility of a good leader to build positive relationships in the workplace, and it is the duty and responsibility to supervise and smooth relationships between employees. Furthermore, results distinguish a good leader from those who only want to appear to be leaders (Maxwell, 2013).

If we had to formulate the definition of leadership in just a few words, we could say that overall, leadership is building a bridge between individual and organizational goals.

Levels of leadership

Management uses the combined use of the following resources to manage and achieve the organization's goals:
- material resources
- human resources
- financial resources
- information resources

Most often, we separate three different responsibilities and the resulting management levels in modern organizations. Management levels require different leadership types and competencies. The levels are illustrated in Figure 1; the three levels are the strategic level, the management level and the operational level.

At the strategic level, the organization's long-term and medium-term goals are determined, the main aspect is ensuring adaptation to environmental challenges, typically the top managers are active at this level.

At the management level, there are middle managers who prepare plans, programs and standards related to the decisions made at the strategic level. The manager at the operative level, usually a department head or group leader, is the person who directly manages the subordinates in order to create the product or service or other output. The most important skills required for management can be classified into professional, human and conceptual categories.

Empathy, verbal and written communication skills, tolerance and understanding, as well as the ability to teach and educate others are indispensable. A good leader must have excellent goal setting, coordination, scheduling, control, time management and perception skills (Roóz, 2001).

Decision-oriented models

Decision-oriented leadership styles can be categorized based on the leader's decision-making behavior. The basis of his study is the extent and frequency with which managers involve their employees in the decision-making process. Based on Lewin's (1975) work distinguish three styles:
- autocratic
- democratic
- laissez faire.

The autocratic leader is independent in decision-making, he decides on all important issues, defines his expectations in detail in tasks, gives instructions, directs, is strict, demands discipline, dominates the activities of the group alone, and evaluates them based on subjective factors.

The laissez faire leader is not an initiator, he does not set the directions himself, he does not participate in the work of the group, he is a passive member of the group, he only intervenes after asking for help, essentially, he is more of a consultant than a leader.

Lewin's research proves that out of the three decision-oriented leadership styles listed, the autocratic one is the least sympathetic to group members, although the group's performance is the best with this leadership style. Autocratic leadership is capable of outstanding performance, but the internal motivation of the group is low, and the mood of the group is negative. With democratic leadership, the group atmosphere improves significantly compared to autocratic leadership, and a high degree of creativity and internal motivation are typical. In the laissez faire type of leadership, the group must set goals and motivate itself, in this case the success of the method depends significantly on the composition of the group members (Berde, Bácsné, & Dajnoki, 2015; Nouar & Popovics, 2022).

CONCLUSIONS

Even today, organizational culture is a defining element of the identity of businesses. Regarding modern organizations and enterprises, as time progresses, it can be observed more and more that the product-centered approach is shifting and nowadays marketing dominates rather than the product itself. In addition, the knowledge-based approach appeared parallel to the capital-based approach. As a result of the fast-paced world, the importance of quick response and adaptation to the environment and market players, and globalization, managerial behavior and conduct are constantly evolving and renewing, new methods are born, old ones disappear, but the basic values remain.
A very good leader is professionally qualified, empathetic, suitable for his position, his colleagues look up to him, they can learn from him and develop alongside him. The task of a good manager is to nurture human relations between employees and to achieve maximum performance and satisfaction of employees, and to ensure that everyone in the organization is aware of the organizational goals.

REFERENCE LIST


Non-English reference

LIST OF FIGURES

Figure 1
Levels of leadership
Source: Own editing based on Rooz (2001)