

REVIEWS AND NOTES

**Mihai Alexandrescu, (2024), *Leadership. Perspective teoretice*
[*Leadership. Theoretical Perspectives*],
Presa Universitară Clujeană, Cluj-Napoca, 264p.,
presented by Claudia Anamaria IOV***

Mihai Alexandrescu's volume, *Leadership. Perspective teoretice* [*Leadership. Theoretical Perspectives*], published in 2024 by Presa Universitară Clujeană, offers an exhaustive "conceptual map" essential for understanding and deepening one's grasp of leadership within the field of international relations and studies on organisations and institutions. From the very first pages, it becomes apparent that Alexandrescu seeks to make a well-founded and much-needed contribution to Romanian specialist literature, providing a comprehensive overview of the theoretical and historical evolution of the concept of leadership. From an analytical standpoint the volume aims to present an integrative vision of the main paradigms and schools of thought, from the earliest theories of charismatic leaders to the complex models of transformational and transactional leadership.

In his preface, Alexandrescu reveals that the purpose of this volume is to explore "some of the theoretical perspectives on this concept, offering readers an overview of the various theories and paradigms that have shaped our understanding of leadership to date" (p. 11). The book is grounded in a rigorously interdisciplinary analysis, well supported by an extensive bibliography and logically structured into four main parts (chapters): *Istoria și lexicul leadershipului* [*History and lexicon of leadership*], *Leadership ca persoană* [*Leadership type*], *Leadership ca stil* [*Leadership style*] and *Leadership ca proces* [*Leadership process*].

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The first part, *Istoria și lexicul leadershipului [History and lexicon of leadership]*, essentially serves as an introduction to the definition and evolution of the notion of leadership, aiming to familiarise readers, from an academic perspective, with the main concepts in this vast field and to establish key terms that underpin the explanations developed in the subsequent parts. The author's meticulous linguistic and historical research, supported by references to prominent scholars such as Richard L. Daft, Peter G. Northouse, and Roger Gill. He highlights the conceptual complexity of leadership and provides a robust foundation for understanding the transition from the classical paradigm, centred on stability, control, and hierarchy, to the modern one, oriented towards flexibility, collaboration, and continuous learning (pp. 18–20). At the same time, the analysis conducted throughout this first part, which undoubtedly required considerable research effort, successfully combines an accessible style with solid academic documentation, offering numerous examples from the political and managerial spheres, such as the case of former European Commission President Jean-Claude Juncker, used as a case study for adaptive leadership (p. 19).

A notable element of novelty, at least within Romanian specialist literature lies in Alexandrescu's original way of structuring the evolution of leadership theory into four major epochs: beginning with Era 1.0 of Heroic Leaders and concluding with Era 4.0 of Collaborative and Digital Leadership. By classifying and combining academic theories, this section underscores Alexandrescu's intention to contextualise them from a historical perspective. From a critical yet constructive point of view, one might note that it would be valuable to further analyse how the main leadership theories have been adopted and adapted within specific cultural or institutional contexts.

The second and third parts of the book, *Leadership ca persoană [Leadership type]*, *Leadership ca stil [Leadership style]*, present the principal theories ranging from the "Great Man" model and trait-based approaches to behavioural, situational, transactional, and transformational theories. Throughout these sections, Alexandrescu addresses complex and essential themes in understanding the leadership process in an accessible language, introducing pedagogical innovations such as

“reflection themes” (pp. 72, 99, 112, 143, 169, 191, 206, 217, 228), which add a formative dimension to the volume and prove particularly useful for practitioners.

From a scholarly perspective, the volume illustrates a research endeavour developed over time and firmly grounded in strong theoretical documentation. In terms of how the concept of leadership is addressed, the author’s main merit lies in his ability to concisely integrate the key theories and paradigms of the field, lending logical coherence to a concept that is inherently complex and multidimensional. The only possible critique of this work relates to its predominantly theoretical nature. While Alexandrescu provides a remarkable conceptual foundation, the inclusion of case studies, empirical applications, or correlations between theoretical models and contemporary examples from Romanian or European organisational contexts would have been highly beneficial. Such an applied dimension would have complemented the rich theoretical framework, granting the work additional practical value.

In conclusion, Mihai Alexandrescu’s *Leadership. Perspective teoretice [Leadership. Theoretical Perspectives]* can be regarded as a reference work within the field of organisational studies in Romania. It presents a coherent and well-structured theoretical framework while opening avenues for further research particularly regarding the application of leadership models in diverse regional and institutional contexts.