

Abstract:

This presentation is concentrated on two main topics: the methods of managerial learning of local managers in joint ventures with foreign partners from free market countries and the development the leadership behavior and decision making styles in newly privatized companies in the Czech Republic.

Lack of previous experience is the main reason for the adoption of different ways of managerial learning. The role of various technological, economic and social factors in the mutual learning process is analyzed. Several systems like the tandem, distant learning, mixed, foreign and hired managerial systems are analyzed, and the role of both partners, local and foreign managers in international J-Vs is specified.

The analysis of leadership behavior and decision-making styles is based on the Vroom/Yetton model specifying five levels of participation when making a decision. Local managers consider it to be appropriate to use a more autocratic style than a participative one. Only in a few cases, mostly in international joint ventures, we can see some elements of the partnership style.