

PUBLIC LECTURE EVALUATION

Masaryk University

Faculty

Faculty of Social Studies

Procedure field

Social Psychology

Applicant

doc. PhDr. Martin Vaculík, Ph.D.

Lecture date

4th October 2023, 2 p.m.

Lecture topic

Seeking successful leaders: can we predict the future and get to know them before they become one?

Persons present

(number)

30

Designated evaluators

(board members)

prof. PhDr. Ivo Čermák, CSc.

prof. Mgr. Peter Halama, PhD.

prof. PhDr. Viera Bačová, DrSc.

Associate professor Martin Vaculík focused his lecture on the identification of a good leader (boss). He asked himself whether it is possible to elaborate a universal model of a good leader using different criteria or whether there are more versions. He then defines a good leader by effectiveness in relation to the team performance, the subjectively perceived effectiveness of the supervisor and the perception of one's own self-efficacy. He focused mainly on internal conditions, i.e. complex personality characteristics, values, attitudes, abilities, skills, which represent soft criteria for selecting a person for a leadership position. In this context, he draws attention to the problems in the practice of selecting a leader resulting both from the huge number of soft criteria and, above all, from the lack of clarity regarding the hierarchy of their importance. According to associate professor Martin Vaculík, it is possible to reduce errors in the selection of leaders by using competence models. In his lecture, he presents a more general model that can be adapted to specific situations. It is based on the configuration of effort, listening and conflict resolution. He further concluded from the detailed articulation of the model that the "gold standard" for assessing the effectiveness of a future leader is psychological intelligence, which can be used to predict the long-term success of his or her leadership. However, he also stresses that its effectiveness is multiplied with the simultaneous influence of personality traits such as conscientiousness, influence as an ability to assert oneself, social sensitivity and integrity. Associate professor Martin Vaculík activated the audience from the beginning with several interactive intermezzos. The lecture was supported by his own studies and references to other authors' research, it was precise, fluent, understandable and well punctuated. In the discussion associate professor Martin Vaculík answered the questions concerning the tension between universality and specificity of the presented competence model (are there other models leading to the same goal?), measuring integrity as a personality trait and the question of the relationship between the individual components of the model (i.e. whether it is necessary to use the model as a whole or whether it is possible to emphasize only some of its dimensions according to the needs of the organization). The questions were answered to the satisfaction of the audience.

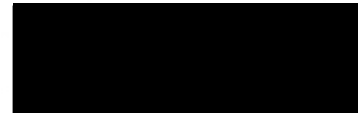
Conclusion: The lecture delivered by Associate Professor **Martin Vaculík**, entitled **Seeking successful leaders: can we predict the future and get to know them before they become one?** and delivered as part of the professor appointment procedure, **demonstrated** sufficient scholarly qualifications and pedagogical capabilities expected of applicants participating in a professor appointment procedure in the field of **Social psychology**.

prof. PhDr. Ivo Čermák, CSc.



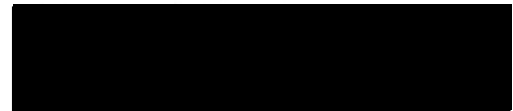
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Brno, 4/10/2023