ABSTRACT

Leadership is something that every leader of an organization should have. The effectiveness of a leader is determined by his expertise in influencing and directing its members. In order to find out the style of leadership which effective in M&A companies, this research conducts with the aim of gathering information about how the most effective leadership style in implementing changes in organizational culture during the process of mergers or acquisitions.

This methods used is a qualitative method with phenomenology study approach. The reason for choosing the method is to be able to interact directly with the informant and investigate further the questions posed, so it can achieve comprehensive result. The results of this study indicate that effective leadership styles in the process of mergers or acquisitions lead to the dimensions of transformational leadership. Regardless of the belief that each organization has its own characteristics which are then referred to as organizational culture, the results of research show that such characteristics will affect leadership style.
Keywords: Merger or Acquisitions, M&A, Leadership, Organizational Culture