

# Sustainable leadership: The fundamental solution to lasting superior staff performance.

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## Sustainable leadership: The fundamental solution to lasting superior staff performance

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## Abstract

The Hawthorne experiments of the 1920s laid the foundation of leadership research, in particular into the question of "how does a leader achieve greatest staff performance?" In the ninety years of extensive effort and vast literature being generated, there is still today no systematic, scientific and causal answer to this question. Major effort was invested in resolving the question by many researchers which suggests that there are underlying issues not yet grasped that erode the effort and reduce the efficacy of the solutions. We explore these underlying issues and provide a solution to the question of leadership that is scientific, causal and suggests a permanent solution to the question "how does a leader achieve greatest staff performance?"

**Keywords:** logic, applying philosophy, performance, human resources management (HRM), theory and practice, leadership

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