

## **Integrating stakeholders' multiple intelligences into the leadership development of a cross-cultural entity: Evidence from the CI Ljubljana\***

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*This paper presents the first qualitative research study of the multiple intelligences of Chinese and Slovenian stakeholders at the Confucius Institute Ljubljana. Our research question is: "How can the integration of multiple intelligences into leadership development help in accomplishing the mission of CI LJ?" According to a contemporary leadership development literature review, sustainable leadership development – based on the theory of multiple intelligences – is more appropriate for social and environmental needs than a focused leader development. The findings demonstrate that individual differences influence cultural orientation and that management needs to integrate the individual, organisational, social and environmental developmental components through sustainable leadership development.*

*Dieser Artikel legt die erste qualitative Studie über die multiplen Intelligenzen von chinesischen und slowenischen Stakeholdern des Konfuzius-Instituts Ljubljana vor. Unsere Forschungsfrage ist: „Wie kann die Integration der multiplen Intelligenzen in die Führungsentwicklung die Zielerreichung des KI LJ unterstützen?“ Gemäß einem aktuellen Literaturüberblick ist eine nachhaltige Führungsentwicklung – basierend auf der Theorie der multiplen Intelligenzen – besser für die sozialen und umweltbedingten Anforderungen geeignet als eine eher individual-zentrierte Führungsentwicklung. Die Ergebnisse zeigen, dass individuelle Unterschiede die kulturelle Orientierung beeinflussen und dass das Management die individuellen, organisatorischen, sozialen und umweltbedingten Entwicklungskomponenten durch nachhaltige Führungsentwicklung integrieren muss.*

*Key words: national culture, leadership development, sustainability, multiple intelligences, diversity (JEL: M1; M12)*

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