

## **Abstract**

The thesis focuses on the effect of positive leadership coaching on managers' competences. The theoretical part of the thesis explains the concept of leadership and its theories. It focuses on its development with the main emphasis on positive leadership coaching. It then introduces the concept of coaching competence of managers with its different parts as well as the measurement methods and previous research on this phenomenon.

The aim of the empirical part was to test whether training in positive leadership coaching for managers would significantly increase the value of their competencies. Due to the research nature of this thesis, a longitudinal field pre-post research design was used. The moderating role of the so-called process variables was also taken into account. The resulting analysis did not support a relationship between the positive leadership coaching intervention and an increase in managers' competencies. However, there was a significant increase in the competency component of work alliance, assuming that this relationship was moderated by the process variable. In terms of practical implications, the results suggest that a positive leadership coaching program may be valuable as an applied positive intervention to help managers develop the coaching competency of work alliance. The results need to be interpreted in the context of organizational change in both companies. They emerged during the course of the research and resulted in higher stress, workload and were a consequence of higher turnover.

### **Key words:**

competence of managers; positive psychology; leadership, leadership development; coaching