Group Leadership at the Office of the President in the Republic of Korea

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I. Preface

1. Motivation and Purpose of Study

(1) Motivation of Study

Nothing in public administration is more important, interesting, or mysterious than leadership. An organization is managed by leadership of top group or groups of the organization in general. Leadership of group or groups is very important for organization management. President of the Republic of Korea has big power and the Office of the President has also big power. The Office of the President is very specific group or organization. It has accountability to the President, but has no accountability to other person or the people of the Republic of Korea.

(2) Purpose of Study

Group leadership is very important to leadership theory. The Office of the President will have some kind of leadership. What kinds of group leadership does the Office of the President have? The aim of this study was to research current leadership at the Office of the President. The aim of this study was not to research the methods of improvement or advancement for the management of the Office of the President.

2. Scope of Analysis

The scope of this analysis is '12 members of a team' at the Office of the President at President Myung-bak Lee's regime. In detail, scope of analysis is the team which includes ① Chief of Staff, ② Chief of Policy Staff, ③ Senior Secretary to the President for Political Affairs, ④ Senior Secretary for Civil Affairs, ⑤ Senior Secretary for Social Integration, ⑥ Senior Secretary for Foreign Affairs and National Security, ⑦ Senior Secretary for Public Relations, ⑧ Senior Secretary for National Crisis Management, ⑨ Senior Secretary for Economic Affairs, ⑩ Senior
Secretary for Employment and Social Welfare, ⑪ Senior Secretary for Education and Culture, and ⑫ Senior Secretary for National Future as of June 13, 2012. (note 1)
Cheong Wa Dae means very widely including President Myung-bak Lee in this study. Secretariat or President’s Secretariat in Cheong Wa Dae was the name of the previous office of the President.
Scope of analysis is not inter-group leadership but group leadership of the Office of the President.

3. Framework of Research

President and the Office of President communicate to each other. Strong or weak power of President and documents or face-to-face situation interviews by communication are operated as medium variables.

4. Methods for Study

Materials like books, articles of newspaper are analyzed for this study.

II. Meaning and Form of Group Leadership

1. Meaning of Group Leadership

About group or team approach, a group or team approach is often used when there is a lot product or service change calling for flexibility, but competition is not keen. This is becoming far more common in the public sector with its stable funding sources but where mission and operation changes are increasingly necessary because of increased demands for service customization. For example, TQM and variant quality management approaches inevitably calls for cross-functional teams to solve problems as well as to redesign systems for rapidly changing environments. Values emphasized typically in team-based cultures include informal status in the group, participative decision-making, feelings of affiliation and attachment among employees, and a concerned and supportive leadership style(Montgomery Van Wart and Kathryn G. Denhardt, Organizational Structure: A Reflection of Society’s Values and a Context for Individual Ethics, Handbook of Administrative Ethics, 2001, Second Edition (I), edited by Terry L. Cooper, p. 236).
Group leadership are very similar to team leadership. Group leadership means that group influences or moves someone or some groups toward direction which someone or the groups want.
Team leadership means ‘working together’(Kwangung Kim, Creative Leadership,