**ABSTRACT**

Times of postmodernism are a challenge to everyone, including managers. Every manager should know how to introduce people to values and opinions, be able to develope their characters and create the coherent and integrated employee’s personality. Good leadership always requires reference to the objective, to effective solution of planned task. The leadership style depends on a cultural variable referred to as a „power distance”. In cultures with a low power distance an ideal supervisor for most workers is a loyal democrat. In cultures with a high power distance this is „friendly autocrat”. The elaboration contain the presentation results of research of Polish, Austrian and American managers. The American and Polish respondents managers tend towards autocratic behaviors, but now political and economical situation in Poland has changed. The modern managers Carnot effectively per form their managerial function applying traditional methods of autocratic leadership.