

Peer Review

Review of: "Systematic Planning of Institutional Development Through Decentralisation and Empowering Distributed Leadership"

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The presented article addresses an important and current issue of distributed leadership in public organizations, specifically universities. Unfortunately, despite the structure including subchapters, some elements are missing, and some should be placed elsewhere.

Regarding the introduction itself, it typically includes an introduction to the topic covered in the article, along with a justification for why the issue is significant. Additionally, it presents the research gap, the research objective, and the research subject. The author has well justified the importance of the issue, but the adopted research methodology has not been described clearly enough. How was the research for the article conducted? Who participated in it? On what basis were conclusions drawn and the SWOT analysis performed?

The article should also avoid mere bullet points without any author commentary, as seen in sections 2.1, 2.2, 3.1, 3.8, and 3.9. Furthermore, the description of the problem, inserted as a quotation, is unclear. Where is this quotation from? And why was the problem framed in this particular way? Additionally, the basis on which the author conducted the SWOT analysis should be described. Where do the data for this analysis come from?

The comparison of three leadership models made by the author is very interesting. Is this the author's independent work, or is it taken from another source? Such a comparison should be thoroughly commented on using a critical literature analysis.

The literature on distributed leadership is extensive, with numerous studies indicating the conditions for applying this type of leadership, its advantages, and disadvantages. The author should definitely refer to these studies to justify their research problem and objectives and to support the presented conclusions. The presented article will be of much greater value if the author follows the above remarks.

Declarations

Potential competing interests: No potential competing interests to declare.