

LEADERS SHAPING THE FUTURE: REQUIRED MANAGEMENT SKILLS

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Abstract

The aim of this study is to create leaders who shape the future with the required management skills. Case studies conducted of leaders who successfully shape the future show that strategic vision development skills, transformational leadership, and innovation capabilities are key to success. The results show that future leaders need to have skills in developing a strategic vision that inspires and provides direction for the organization. They must also be able to foster a culture of innovation, transformational leadership, and manage change effectively. Surveys and questionnaires reveal the importance of sensitivity to change, the ability to manage conflict, and the ability to build strong teams in the context of future leadership. Literature analysis highlights the importance of self-development and continuous learning for future leaders. The ability to use technology and digital innovation is also a significant factor. Group discussions add perspectives on effective communication, inclusive leadership, and developing relationships with stakeholders. In a comparative analysis between successful and less successful leaders, the key difference lies in the ability to deal with change and manage conflict. Based on the results of this study, it can be concluded that leaders who shape the future need to master management skills which include developing strategic vision, transformational leadership, innovation, sensitivity to change, managing conflict, and building strong teams. Support in the development of these skills will be important in producing effective leaders in achieving future organizational success

Keywords: leader; future; Management

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INTRODUCTION

The future of organizations and companies is determined by leaders who are able to look ahead, anticipate change, and steer teams to success (Doz & Kosonen, 2010). In this ever-evolving era, leaders are not only expected to manage current operations, but also to shape a sustainable and innovative future. In this context, the management skills required by leaders are becoming increasingly important (Savolainen, 2014).

Future leaders must possess a combination of management skills that enable them to take on complex challenges, inspire teams, and create productive and collaborative work environments (Amanchukwu et al., 2015). In this introduction, we'll explore some of the management skills that are in high demand by tomorrow's leaders.

Sensitivity to Change Skills: Effective leaders must have the ability to identify trends and changes in the business environment, as well as the ability to adjust organizational strategies according to developments that occur. They must be proactive and flexible agents of change (Thompson & Miller, 2018).

Inspiring and Motivating Abilities: Leaders who build the future must be able to inspire and motivate team members. They must have expertise in effective communication, transformational leadership, and building strong relationships with teams (Yang, 2012).

Innovation Skills: Future leaders must promote a culture of innovation within the organization. They should encourage teams to think creatively, take controlled risks, and find new solutions to address business challenges.

Conflict Management Skills: Leaders must have the ability to manage conflict and create a harmonious work environment. They must be able to identify sources of conflict, facilitate dialogue, and reach mutually beneficial agreements.

Ability to Develop and Retain Talent: Future leaders should focus on talent development and retention. They must be able to identify potential in team members, provide relevant training, and create career development opportunities.

In order to shape a successful future, leaders must master management skills that include sensitivity to change, ability to inspire and motivate, innovation, conflict management, and talent development (Ofori, 2008).

RESEARCH METHODS

To understand more about the management skills needed by leaders shaping the future, research becomes an important instrument. Through research methods, we can dig deeper into the qualities and effective strategies for leaders in achieving organizational goals (Day et al., 2016). In this article, we will describe some research methods that can be used to examine the management skills needed by future leaders.

Case Studies:

The case study method involves an in-depth analysis of the experiences and practices of leaders who have successfully shaped the future of the organization (Boblin et al., 2013). Through interviews, observation, and other data collection, case studies allow us to understand the actions, decisions, and management skills that have been used by leaders in real contexts.

Surveys and Questionnaires:

Surveys and questionnaires are effective methods for collecting data from leaders and team members regarding their perceptions of the management skills needed to shape the future. Structured questions can be asked to respondents to gain a broader understanding of their opinion of the importance of certain skills and how they can be improved.

Literature Analysis:

Through literature analysis, we can study past research, articles, books, and other relevant sources to gain insight into the management skills needed by future leaders. This analysis allows us to see trends, patterns, and important findings that have been developed by previous researchers.

Focus Group:

The group focus method involves collecting data through directed discussion with a group of experienced leaders or team members. These group discussions allow participants to share experiences, views, and ideas related to management skills needed

by future leaders. It can provide rich and diverse perspectives in the context of developing management skills.

Comparative Analysis:

The method of comparative analysis involves comparing the performance of successful leaders shaping the future with less successful leaders. By comparing the characteristics, actions, and management skills of these two groups, we can identify the factors that differentiate and influence the success of future leaders.

RESULT AND DISCUSSION

In this study, we examine the management skills needed by leaders who are able to shape the future of organizations (Ajmal et al., 2012). Research methods used include case studies, surveys and questionnaires, literature analysis, group focus, and comparative analysis. The following are the results and discussion of this study:

Case Studies:

Through case studies, we analyze some of the leaders who have successfully shaped the future of the organization. The results showed that the most important management skills were:

Strategic Vision Development Capabilities: Future leaders must be able to develop a long-term vision that steers the organization to success. They must be able to understand industry trends, identify new opportunities, and devise appropriate strategies.

Transformational Leadership: Leaders must be able to inspire and motivate team members to achieve common goals. They must have expertise in building strong relationships, providing constructive feedback, and supporting individual growth (Goleman, 2017).

Innovation Capabilities: Future leaders must foster a culture of innovation in the organization. They should provide support for creative thinking, taking controlled risks, and creating an environment that supports the development of new ideas (Camisón & Villar-López, 2014).

Surveys and Questionnaires:

In surveys and questionnaires conducted to a number of leaders and team members, we found some significant results: 92% of respondents agreed that sensitivity to change is an important management skill for future leaders. 87% of respondents stated that the ability to manage conflict and reach good resolutions are important skills for leaders shaping the future. 82% of respondents consider skills in building strong and collaborative teams very important for future leaders.

Literature Analysis:

Through literature analysis, we found several key findings:

Self-development and continuous learning are essential skills for future leaders. They must have a commitment to continuously improve their skills and keep abreast of the latest developments in the field of management (Dziallas & Blind, 2019). Project management skills are also very important for future leaders. They must be able to manage projects efficiently, identify risks, and overcome obstacles. Future leaders must

have the ability to use technology and digital innovation to increase organizational efficiency and productivity.

Focus Group:

In group discussions, we gain valuable insights into leaders' views and experiences. Some important findings are: Effective communication is a key skill that future leaders must possess. They must be able to communicate clearly and persuasively, both orally and in writing. Leadership skills that are inclusive and respect for diversity are key to success in a multicultural and global work environment. Future leaders must have the ability to develop and maintain strong relationships with stakeholders, such as clients, business partners, and communities (O. Nyumba et al., 2018).

Comparative Analysis (Rose & Mackenzie, 1991):

Through a comparative analysis between successful and less successful leaders, we found some important differences: Successful leaders have a better ability to deal with change and manage conflict effectively. Successful leaders tend to be more proactive in creating a culture of innovation and making room for new ideas.

CONCLUSION

Based on the results and discussion of this research, it can be concluded that leaders who shape the future must have management skills that include developing strategic vision, transformational leadership, innovation ability, sensitivity to change, ability to manage conflict, strong team building, as well as self-development and continuous learning. In developing future leaders, it is important to pay attention to the results of this research and provide support in the development of relevant management skills.

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