



Effective Leadership's Role in Facilitating Change in Organizations Through Improvement and Innovation

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Abstract. Effective leadership is the key to success of an organization in the development of a modern and dynamic era, where there are lot of organizational instability due to the dynamics of the current situation. Effective leadership is one aspect of bringing positive changes to public service organizations that they can continue to provide excellent and reliable public services to the community. Without effective leadership, an organization can't drive in the way they desire and could experience negative change instead of positive. As one of the success factors in achieving goals, one of the effective leadership roles is to make improvements and innovations according to the demands of the times, so that the organization always follows the existing trends, so that the organization is not out of date and still able to serve optimally. Accordingly, this research intend to discuss the effective leadership, the effects, and how effective leadership contributes to innovation and improvement within public service organizations.

Keywords: Effective Leadership · Innovation · Improvement

1 Introduction

The globalization era and the dynamics of the world has had a huge impact on various aspects of human life at all levels of society. Whether in the fields of economy, social, politics, technology, environment and culture. Rapid economic growth, along with the emergence of the internet, made it easier to communicate with countries around the world. Also the growing of technology in general and in communications in particular so that it became a super-capacity and dense in deployment and easy to use and encourage the global technological system for innovation and further development and improvement [1].

This development also followed by the increasing number of technologies that make easier for people to find and get the information and services they want. In order to remain relevant in providing services to the community, public service organizations must adapt to the existing trends and be flexible in handling any changes that may arise due to the rapid development of the community.

Leadership is one of the most essential components of an organization's strategy for dealing with problems posed by the rapid growth of the modernization. In the same

way that leaders ensure an organization runs smoothly, they ensure that their goals and objectives are met while modernizing the organization in accordance with them. Furthermore, a good leader inspires their staff to perform at their best by fostering a positive organizational culture and promoting positive change and innovation.

2 Theory and Hypothetic Development

2.1 Leadership and Management

Leaders establish standards and manage environments in which their followers are self-motivated toward mastering long-term constructive goals, in a collaborative, mutually respectful environment compatible with their personal values. The US Army defines leadership as influencing people by providing purpose, direction, and motivation, while operating to accomplish the mission and improve the organization [2]. In addition to being an example or role model for their employees, a leader with strong leadership abilities also gets their employees' trust and admiration if he/she is able to achieve some good outcome. By mimicking, one inadvertently changes one's values, beliefs, behavior, and attitudes, since imitation is the sincerest form of flattery [3]. Aside from that, there is another way to define a leader with strong leadership, effective leaders provide clear direction to their employees while also inspiring them to commit to their jobs and work together to achieve the organization's goals and objectives [4].

Management is an art of getting things done through and with the people in formally organized groups and it is an art of creating an environment in which people can perform and individuals can co-operate towards attainment of group goals [5]. The definition also strengthens which management is a problem-solving process of effectively achieving organizational objectives through the efficient use of scarce resources in a changing environment [6]. In addition, management is a fairly integral part of life and is needed wherever human efforts are made to achieve desired outcomes.

Leadership and management involve actions such as motivating employees, setting goals, directing them, and ensuring an organization's well-being. Management and leadership, as well as human and material resources, contribute to creating order in a given situation. In addition, they gain commitment from others through communication.

Leaders manage people as a critical resource, but lead people individually or as a group to accomplish missions. In order to be a successful manager, it is important to understand policies, regulations, and the procedures of how an organization works within the context of a larger society. Additionally, it is helpful to be aware of current trends.

2.2 Strengthen Organizations with Leadership

An effective leader can influence the values, beliefs, attitudes, and behaviors of a group of employees. Good leaders usually have a clear vision for what they want the organizations to achieve. In this way, they are able to identify the problems and obstacles that the organization is currently facing. This enables them to bring about the necessary reforms effectively and efficiently, so the organization can stay up-to-date with contemporary changes. There have been four changes in the organization's leadership, especially in the public service sector, in order to strengthen its performance and serve the community.

Leading With Maintaining Stability and Create New Innovation.

Stability refers to maintaining the current practices of organizations without significant changes or deviations. This is accomplished through slow and gradual decision making processes and no changes are made to the service or functions. Public service organizations need to maintain stability in order to continue providing good services to the community. Leaders must maintain existing organizational patterns to ensure that activities are running smoothly.

Change is always a challenge for organizations, just as it is a common characteristic of human life. Change is definitely hard for people to accept because it takes people out of their comfort zones, makes them change their habits, and makes them extremely uncomfortable [7]. New innovation within an organization can be thought of as a two-fold approach, encompassing both the organization as a whole and the individuals within it. This approach allows for a more gradual adaptation to change, adapting at a pace and style that suit each individual and organization. When done effectively, innovation can give an organization a competitive advantage.

As information technology advances and becomes more accessible to the public, public service organizations must mixed between new innovation and maintain the stability in order to continue providing services and information to the public. The leader must ensure that the public service organization is seen as credible and trustworthy by the public. For example The City or District Government must be able to provide new innovation to integrate and give a real-time information services about available hospital beds and local tourist attractions in order to add value to the area and improve convenience for the community. In the other hand, The City or District Government also provide old model service because not everyone understands the progress of technology that develops now, specially people who lives in the rural area. This requires firm determination from organizational leaders to continue to maintain its stability and make a new innovate for the better environment.

Creating Positive Culture. The trust between employees and leaders is essential for shaping a good culture within an organization. It is essential for employees and leaders to trust each other if they want to build a positive organizational culture. A good organizational culture leads to better performance by employees and makes them more likely to behave and feel positively about the organization. This means that employees are more likely to be motivated and feel like they belong to the company, which makes them more likely to be loyal and committed [8]. However, the leader must also provide examples of how the organization can be improved. A positive organizational culture creates a good working environment. Organizational culture can have a positive effect on employee motivation by promoting a sense of healthy competition and encouraging innovation. Hence, a strong organizational culture can change the overall performance of an organization.

Building Communication, Teamwork and Learning for Improvement.

Communication and teamwork are soft skills that refer to a person's ability to interact with others and work together effectively [9]. These skills are important in many workplace settings and can be helpful in both personal and professional relationships. It has been shown that soft skills are transferable across a variety of job types and situations, meaning that everyone can benefit from developing these skills.

There are a number of soft skills that are essential to success in all aspects of life, but communication skills are one of the most important. Importantly for public service organizations that interact with their communities on a daily basis, communication is critical to supporting the success of their mandates. It is essential for public service organization members to be able to work together effectively as a team, and good teamwork skills will help them to achieve the goals of the organization.

One way to improve the performance of an organization is to encourage continuous learning among its members. An organization has to improve not only its employees, but also its segmented management levels, if only to motivate them and set an example.

In order for an organization to effect change, leaders need to encourage employees to communicate and collaborate with each other. This way, people can explore new ways of thinking and produce better results for the organization. Additionally, learning from others helps employees improve themselves.

Giving Reward. Recognition initiatives are effective as a result of they specialise in the positives and send staff a transparent message that their work is appreciated. Rewarding staff for their performance can keep them motivated, targeted and driven to try more and do higher than before. Rewarding program encourage employees to set and reach their goals on their worklife. Applying rewards and recognition program also helps to give employees and give more advantages for the organization while increasing productivity and retention. Employee engagement is increased when employees are rewarded and recognized, leading to greater retention and a more positive workplace.

3 Methodology

The method used in this writing is Descriptive approach: in order to describe, interpret and analyze the search results.

4 Result and Discussion

The ability to lead effectively is critical to successfully managing an organization in today's environment. This is true whether the organization is adopting modern methods or sticking to more traditional ways of doing things. When leaders understand the process of change, they can better understand what they need to do and when. They can anticipate and mitigate many predictable problems by taking proactive measures. They know not only what actions to take today but also what must be done today to prepare for tomorrow.

As trend evolve over time, stability and change in the organizations must coexist. To fully realize the potential of the organization with fo changes above, effort must be expended on both ends simultaneously. We maintain the key organizational components that allow us to take advantage of the current trends model while simultaneously developing the new ideas that will help us achieve our desired future state. The current environment is constantly changing, and organizations must be able to adapt in order to stay competitive. If the organization doesn't build changes to adapt to this surroundings, it will not gain the public's trust. Leadership is responsible for creating a clear vision

and a systematic plan to achieve that vision. Without leadership, there can be no change in organizational management [10].

There are a number of factors that may affect the likelihood of such changes occurring in an organization. Leadership can make a significant difference. The behaviors and attitudes of employees can vary greatly, with some able to adapt to change easily while others may resist it. Some employees may follow and learn from their leaders, while others may become jealous and uncooperative. This would drag down the organization's performance. Leadership is the most effective way of managing change, but it is important to remember that no solution is perfect and that some issues cannot be resolved.

5 Conclusion

An organization's survival depends on its ability to manage change, and change is the only way to survive in today's world. An organization's survival depends on its ability to manage change, and change is the only way to survive in today's world. Consequently, leadership motivates and encourages people to constantly make changes. An organization's leadership plays a vital role in motivating and encouraging its employees to transform in order to remain competitive, innovate, and improve in the current environment.

In order to accomplish the organization's mission and vision, leaders must demonstrate leadership skills. Leadership involves guiding employees towards the right goals and motivating them to improve and innovate, so that employees perform better and the organization can thrive.

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