


# Chapter 3

## Leading by Tackling Employee Resistance: Importance of Leadership in Organizational Adaptability

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### **ABSTRACT**

*It is imperative for leaders to provide businesses and individuals with the agility necessary to flourish in the face of rapid change in today's demanding and dynamic circumstances. Nevertheless, our understanding of this crucial issue is not yet complete. Leadership that is focused on organizational adaptability is very different from traditional leadership techniques or leadership that is only concerned with enacting change. Instead, it involves creating an atmosphere in which innovative ideas can be introduced by entrepreneurial leaders in order to facilitate an adaptive process. One of the most important components of adaptable leadership is fostering an atmosphere that encourages the growth of creative ideas. This entails promoting an experimental mindset and accepting failure as a necessary component of learning. In this situation, entrepreneurial leaders are extremely important. They support innovation throughout the company in addition to being innovators themselves. They foster an environment where workers are encouraged to take chances and come up with creative ideas without worrying about facing repercussions. Furthermore, being able to predict changes and have a thorough awareness of the outside world are prerequisites for flexible leadership. It takes skill for leaders to keep an eye out for*

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*new trends and possible disruptions. Investing in ongoing education and training is another essential element. Adaptive leaders make sure that their teams are always learning new things in order to stay current in a setting that is changing quickly. This includes structured training courses as well as opportunities for mentorship and on-the-job training that support development. Their ability to anticipate and act upon possibilities before their competitors enables them to better position their organizations for success in the future. Developing strategic agility to match the organization's assets and competencies with the shifting needs of the market is another aspect of it. In order to produce innovations that can easily integrate and expand within the company, this environment should foster these ideas to engage in constructive tension with the current operating system. In order to create a collaborative culture, the business must intentionally seek to dismantle its internal silos in addition to encouraging teamwork. It is recommended that leaders establish systems and procedures that promote cross-functional cooperation, such as recurring departmental gatherings, cooperative initiatives, and cooperative online communities. Leaders may create a fertile ground for innovation and flexibility by assembling people with diverse backgrounds and perspectives. Collaboration and inclusivity go hand in hand. Diverse viewpoints are given voice and value when leadership is practiced with inclusivity in mind. This diversity can include differences in age, gender, race, cultural background, and work experience. Because they bring a wide range of ideas and solutions to the table, diverse teams have been shown to be more inventive. By aggressively seeking out and incorporating different viewpoints, leaders may foster a culture in which everyone is encouraged to contribute. The significance of acknowledging organizational adaptability as a critical organizational outcome is emphasized by this leadership style. It also emphasizes the importance of what we refer to as “enabling leadership,” which is making room for this adaptive process to proceed in an efficient manner. This type of leadership must be recognized by academics as well as professionals in order to develop adaptive companies that can prosper in changing circumstances.*

## **INTRODUCTION**

“As leaders, if you don't transform, if you don't reinvent yourself, change your organization structure; if you don't talk about speed of innovation—you're going to get disrupted. And it'll be a brutal disruption, where the majority of companies will not exist in a meaningful way 10 to 15 years from now.”

John Chambers, Executive Chairman of Cisco, March 2016

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