


Chapter 8

Leadership and Innovation in 6Ds: Harnessing the Nexus of Talent and Transformation

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ABSTRACT

This chapter examines the leadership and innovation in six “D” models by harnessing the nexus of talent and transformation. It focuses on the evolution of leadership in the digital age and its role in fostering innovation. The 6Ds model and its framework helps leaders to educate Alpha and Beta Generations. Interconnected digital era world needs talent and transformational leaders. The models include various elements, relevance to driving innovations, self-review questions, application of leadership examples that equip leaders’ goals with the acumens needed to innovate, lead diverse teams, and manage change effectively in a rapidly transforming business landscape. The increasing pressure to adapt to fast-paced technological and societal changes, the chapter helps readers, key positioned people to bridge the gap between talent development and organizational transformation for future of work.

INTRODUCTION

In a digital era, innovative leaders are essential for navigating the complexities of today and for inspiring future generations, like Generation Alpha and Generation Beta. They embrace technology, creativity, and adaptability as tools for shaping a brighter, more connected world. The fusion of innovation and transformational

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leadership has become a key factor for organizational success. A research study from Deloitte shows that companies prioritizing innovation are 3.5 times more likely to lead their industries by the Transformational leaders. A McKinsey survey reveals that 94% of respondents believe a clear, compelling vision is crucial for fostering innovation within their organizations. Leaders who seamlessly integrate innovation with transformational leadership create a compelling vision that rallies their teams toward success.

However, Leadership and Innovation in 6Ds: Harnessing the Nexus of Talent and Transformation unveils a unique framework that positions modern leaders to excel by mastering six distinct styles of leadership: Default, Discretionary, Dilemma, Deliberative, Dialogue, and Directional leadership. These six “D” models provide a blueprint for leaders to harness both talent and transformation, crafting a responsive and resilient approach to leadership that aligns with the demands of our times. This chapter evolves and educates leaders not just in managing the workforce, but also they cultivating a culture that empowers individuals to succeed in an emerging world.

BACKGROUND & KEY CHALLENGES

The following challenges and keys assist in upskilling the leaders to nexus their talent in a transformative way.

The key challenges are managing diversity and inclusion that occur due to cultural values and norms. This needs to be respected by the leaders giving equity and inclusivity to both sides.

The leading through changes arises due to social, economic, and technological factors that are overwhelming in today’s digital era. The leaders find a roadmap to their lords and ladies in the workspace through a transformation while adopting contemporary business models, processes, and innovative leadership styles.

The post-pandemic shifts of hybrid work culture have introduced new challenges in upholding team cohesion, communication, and productivity. The leaders to invent a new way to engage and encourage their teammates who may not be physically present.

The workstation exists in a high-welfare environment with emotional intelligence. A leader must have high emotional intelligence to manage and direct himself and fellow players, who must be empathetic and supportive, especially in stressful situations.

The present work environment has sustainability and social responsibility; the leaders are expected to have enormous focus on corporate social responsibility and ethical consideration without compromising the balance of profit, which is a most important key challenge.

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