

Adaptive Leadership for Complexity

G.S. Umadevi

Asst Professor, Department of Commerce

St. Joseph's First Grade College, Mysore

gadidasuumadevi@gmail.com

Abstract

Gone are those days when the head of an organization gives directions and the people below follow and complete the task given. In the modern world, particularly in the 21st century the decision making has become more complex as problems with many layers and each layer having multi-dimensional effect on the solution. Let it be a political or a corporate leader facing complex problems in the contemporary world that we must adapt to the current scenarios quickly and deliver innovative solutions. Affected parties continuously exert pressure on the leaders to reverse their decisions continuously. However, how the leaders handle the pressure and provide innovative solutions to satisfy the majority and placate the minority are being explored.

Keywords: *Leader, Complexity, Adapt*

Introduction

In today's ever-changing complex situations leaders all over the world must adapt to the situation in confronting formidable challenges. The complex situations emanating from the multipolar world cannot be addressed with conventional approaches. To overcome these challenges leaders, must adapt to Adaptive style of leadership in the current scenario.

Scope

The present paper aims to study Adaptive leadership for complexity in different environments. The data required for the study is drawn from secondary sources. The study is exploratory in nature.

Objective

The objective of this paper is to study Adaptive leadership styles in complex situations and understand its applications in complex situations in India.

Adaptive leadership scenarios in the current Geopolitical situation

In the current situation, India cannot completely alienate Russia and China. In this complex scenario Adaptive leadership comes into effect. Currently Business decisions seem to be taking upper hand whether it is buying oil, Military hardware from Russia or cheap manufacturing goods from China. So far, Indian leadership seem to have demonstrated Adaptive leadership in silencing the US and European counterparts for buying the Russian oil. However, USA is threatening with more tariffs on Indian goods and reset the relationship which has improved over the last few decades

Factors:

Advancement of Technology

With the advancement of AI, many tasks are becoming redundant, and many organisations are cutting down manpower. In this scenario adaptive leadership can show tolerance and reskill the manpower taking in to account the adaptive skill sets of the current manpower



Multitasking and Multiskilling

Gone are those days when manpower is equipped to do only a particular task and repeat the same for many years and become redundant over a period. In today's world people need multi skills to perform multi tasks. Here, adaptive leadership comes into effect who is quickly able to prioritise and give a direction to the number of complex issues present.

Adaptive leadership will encourage continuous learning culture and enables employees to perform new tasks.



KEY BENEFITS OF ADAPTIVE LEADERSHIP



Cohesive teams



Increased flexibility



Innovation



Resilient organizations



Changing Market Dynamics:

Conventional leadership often relies on authority to drive their solutions. With the changing market dynamics and ever-changing geopolitical situations the problems have become more complex and can have ripple effects elsewhere. Adaptive leadership relies on collective intelligence and data driven solutions. Adaptive leadership encourages discussions at various levels and understands the pros and cons of a particular solution and arrives at a decision before implementation. New product strategies, pricing and volume mix of products are few examples where adaptive leadership will be of immense help as it involves many people.

MARKET DYNAMICS



Adaptive Leadership Benefits

Adaptive leadership enables and encourages individuals at various levels to find solutions and improve. The chances of ownership of the solutions and implementation with adaptive leadership is far greater when compared to a forced implementation of a given solution.

Current scenarios where Adaptive Leadership is appropriate

With USA imposing more tariffs on Indian products making it difficult for export. Adaptive leadership will be of great help in pushing reforms to improve product quality and reducing prices to offset the increase in tariffs. Similarly, innovation and creative thinking need to be pushed to improve product designs and quality to compete in the international market.

Reforms in labour and farming sector

Adaptive leadership can bring in changes in both labour and farming sectors with government pushing for reforms in both sectors. Increasing the productivity of labour in industrial sector and upskilling to match the international standards. Similarly in farming sector needs reforms to produce efficiently and bring out crops which are needed at the right time to match the

supply and demand. Both these reforms need adaptive style of leadership who understand and empathise with the labour and cater to both the needs of industry and farmers.

Conclusion

India can no longer isolate itself from the happenings around the world be it Geopolitical situations or Advancement of technology. With the kind of population India has, the problems being faced will have solutions with multiple effects on population. Just to give an example, USA is trying to push its efficiently mass-produced farm produce in to India and we are unable to open our Markets due to Agriculture being our major employment of labor force and many farmers depending on it. To withstand this pressure from external world, India needs produce things efficiently be it Agriculture or Manufacturing Industry and shall be able to Export what the world wants. To implement many reforms which India needs to implement the Adaptive style of leadership will be suitable to bring about changes in our country.

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