

# A Perspective on Organizational Leadership and Technology Disruption

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## Introduction

Leadership is a societal influence process. It entails influencing the group's or organization's goals, promoting behaviour to achieve those goals, and influencing the group's and culture's upkeep. When followers see their leaders aggressively involved and committed to information and learning activities, leadership in knowledge organizations becomes more relevant. Leaders in knowledge-intensive companies must help their staff learn and apply what they have learned. Leaders can also assist in encouraging and facilitating the organization's collective learning, knowledge sharing, and deployment of creative ideas [1].

The current state of organizational transformation and modernization has sparked widespread alarm. Leaders attempt frantic efforts like innovation, re-engineering, restructuring, and refocusing to adjust to the changing situation. Solid and active leadership is required for these endeavours. As a result, the leadership strategy has shifted from knowledge gatekeeping to knowledge development and dissemination for all personnel. On the other hand, the efficacy of leadership is determined by the leader's traits, employee attitudes, and the nature of interactions between the leader and the follower [2].

## Description

The diffusion of a new industrial paradigm characterized by the combining of automation and data interchange in manufacturing usually referred to as Industry 4.0, is a significant component of today's corporate environment. Changes in the production process can be driven by management participation and transformational leadership qualities. Most importantly, the firm's ability to perform inventory planning and control, develop flexible production lines, design for environment, design for remanufacturing, aided assembly, intelligent storage management, self-configured workstation setup, product and process traceability, and production control system are all critical in integrating digitalization and sustainable projects.

The set of values, beliefs, and ways of doing things in a company is organizational culture or corporate culture. It describes how an employee works and how he or she should act to fulfil his or her

responsibilities and be aware of what is going on in the organization. It also has an impact on organizational decision-making, authority levels, and agency theory. As a result, this component of an organization has become increasingly significant and fascinating in assessing its ability to innovate and adapt to changing cultures and how this influences its performance [3].

The ability to utilize innovation and the deployment of disruptive technologies is crucial for product/process successful innovation in an evolving project based global economy. The effects of CEO Transformational Leadership (CTL), program management best practices, and project management technology quotient on multi-dimensional innovation performance is investigated in this study for the first time. Aside from creating and validating a new PMTQ scale, the study's findings provide innovative theoretical predictions, methodological contributions, and implications for practitioners to help them overcome the hurdles of essential inventions.

Technology disruption poses a severe threat to today's business models, driving executives to adapt and innovate constantly. Numerous studies have identified elements that influence technology adoption success or failure and the timing of adoption. However, few studies look into how CEO management and competencies influence Information systems alignment and technological adoption timeline. The concept of dynamic management capability theory investigates the impact of a CEO's transformative leadership and influence on IT and business alignment. Using the lens of diffusion of innovation, this also encompasses the timing of innovation uptake. Look at how the behaviour of the chief executive officer influences this relationship. According to this study, the ability to react to dynamic situations, inspirational motivation, charisma, and individual consideration impact technology adoption when new transformative CEOs are brought to or promoted within the firm [4].

## Conclusion

Furthermore, the CIO's capacity to be effective in his or her function and connection with the CEO and ability to be an active member of the senior management team is critical to the success of the transformation. In many limited economies, entrepreneurship is crucial to overcome external shocks. In such a situation, entrepreneurial enterprises must survive and perhaps develop so that

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the entire economy benefits from increased resilience. This research aims to learn how, in the setting of a low resilient sanctioned economy, Entrepreneurial Orientation (EO) influences business performance through the moderating function of CEOs' self-transcendence ideals.

Entrepreneurial leadership as an effective style of leadership that encourages employees to be more inventive, little is understood about the processes by which CEOs' entrepreneurial leadership practices impact employee invention. The analyses, using social cognitive theory as a guide, whether creative self-efficacy and passion for inventing explain the mechanism through which CEOs' entrepreneurial orientation inspires employees' inventive behavior in high-tech new enterprises. Leadership and communication skills support employees' innovative behavior through the moderating effect of creative self-efficacy and love for creating.

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