

# The Significance of Social and Organizational Evolution

Ankurita Bansal<sup>1</sup>, Parveen Kumar Garg<sup>2</sup>

<sup>1,2</sup>Guru Kashi University, Talwandi Sabo

## Abstract

An ever-increasing stream of tensions and rivalries among organisations has been brought on by globalisation. The best plan for any organisation in this position is to come up with new ways of doing business. A major focus of this dissertation is on the role of effective leadership in fostering growth and innovation inside organisations. Managing an organisation or a process of organisational development more efficiently and effectively is possible when the person in charge or the change agent is knowledgeable and intelligent. An ever-changing market, rapid technical breakthroughs with high customer expectations, and constantly shifting market conditions have forced firms to constantly analyse, reconsider and make changes in their business strategy.

Organizational transformation is a must for survival in today's world. Organizations today are aware of the significance of the issue and are taking a serious approach to preparing themselves for both current and future trends in order to achieve long-term success. However, the process of organisational transformation is a very complicated and demanding undertaking. According to a recent study, 70% of organisational changes fail to achieve their objectives. An effective and highly skilled leadership is needed to guide an organisation through the process of organisational transformation, which necessitates a leadership that is able to see what is best for the organization's long-term success.

**Keywords:** - globalization, issue of organizational, business model in response, process of organizational change, future trends.

## 1. Introduction

It is known as organisational change when people or groups are helped to achieve a certain goal via the use of a defined procedure and tools. An organization's ability to successfully implement change efforts that provide positive outcomes is a result of its ability to engage employees and get them on board with the new direction. It is common for a company to deal with change from both a human and organisational standpoint. Change management has three distinct facets: adapting to change, managing change, and developing management. A proactive approach to dealing with change is a common thread in all three of these characteristics.



**Figure: 1** effective change management process

Similarly, in order to achieve long-term success and sustainability, companies need to take some concrete initiatives. Researchers and experts agree that firms must adapt their business model to changing trends, technologies, client preferences, and future concerns in order to remain relevant and profitable. In this field, there are many prolific authors. Organizational change is critical for a business' long-term success and survival, according to Caetano (Caetano, 1999). But Boston (at the other end) disagrees, arguing that it is essential for an organization's long-term success and survival. Organizations risk losing their good name and market share if they don't adapt to swiftly changing conditions and scenarios. In 2000, (Boston, MA) There is no doubt that organisational reform is critical to long-term success and sustainable profitability.

## **2. Research Importance**

To understand, formulate, and implement the most suitable change for organisations, we believe that not only leadership but competent leadership is required. The next manifest is what kind of knowledge, skills, talent, and competencies are required from a leader to bring a successful organisational change. Is there any connection between the leadership competencies and a successful organisational change? This will be the subject of our research. Organizational transformation is a process in which the most desirable and appropriate future form of an organisation is identified and route map is determined upon in order to obtain this new shape, as experts acknowledge while discussing leadership qualities.

As a result, the success of this transformation depends on strong leadership with an eye toward the future and a willingness to try new things (Gesell, 2010). It's crucial to have a clear picture of what the future holds, which requires visionary leadership, according to Bennis (Bennis&Nanus, 1985). In addition, academics point out that a leader's innovative approach can boost his or her chances of success in achieving his or her vision (Bass 1990). Organizational change can be effectively addressed by leaders who have a clear vision and an innovative approach.

## **3. Objectives & Importance**

- The goal of this research is to analyse, create, and implement the most appropriate organisational change.

- Change management relies heavily on the presence of strong leadership within a company.
- To identify the leadership attributes that are necessary for a successful transformation. Organizational transformation requires a specific set of abilities, knowledge, ability, and competencies from a leader.
- The relationship between successful organisational reforms and leadership competencies should be clarified.
- The purpose of this study is to investigate how successful leadership impacts a company's standing in the marketplace.

#### **4. Literature Review**

Organizations, their employees, and their managers are all experiencing a constant state of flux (Leanna & Barry, 2000). To keep up with the quick rate of organisational change, one must be able to recognise, cope with, and play the role of leadership. Effective managers must be able to adapt to and benefit from organisational change.

**According to Ajay (2002)**, In the end, change is an irrational and emotional process. To be an effective change agent, one must pay special attention to the human factors involved, since people make up the majority of the intellectual capital in an organisation. The task of bringing about change within an organisation is complex and long-term. Change management is a critical component of any strategy for transforming a company from one state to another. Setting priorities and timetables, delegating duties, and providing channels for adjustment when necessary are just some of the ways in which organisational change is planned. A well-thought-out strategy is essential to a successful change management effort. Effective change planning must begin far in advance of the changes taking place, and consultations should be held to ensure that everyone is on the same page (Smith, 2006).

**(Bejestani, 2011)**. Planning and budgeting are essential for the success of any change management plan. With these limits, leadership is also a spirit for the manager to re-capture the employee and maximise the benefits of change. When it comes to implementing change, it is concluded that leaders are more effective than managers.

#### **5. Leaders as Change Agent**

As a general rule, a leader is a person who has the authority or power to organise a group of people and accomplish a specific task or goal. An effective leader has a clear vision for his organization's long-term success. The ability of a leader to inspire and motivate his or her team is known as leadership (Bass, 1985). Self-confidence, ambition, drive and tenacity, realism, psychological openness, thirst for learning, creativity, fairness, and dedication are the six core personality traits of leadership. Leadership also includes involving other team members in decision-making processes.

**Senge (1990)** The architect, the teacher, and the steward are the three foundational attributes for someone to be in a leadership capacity in modern businesses. In order to clarify the goal, vision and values; create strategies, structure and policies; generate efficient learning processes, and facilitate subordinates to improve their mental model continually and think systematically, these three attributes are essential. Steve Jobs' leadership style is based on two primary concerns:

- (i) Persistence is the key,
- (ii) Innovation brings initiative. Steve Jobs accepts that steadiness is the key towards the outcome of any pioneer. His mentality towards his work, related Jobs authority style as undertaking focused initiative.
- (iii) Whereas his subsequent conviction shows that his administration style is additionally contained individuals situated authority. Advancement brings administration implies that the pioneer connects with his group to be a significant piece of independent direction. This created disposition of the pioneers makes a feeling of belongingness in the individuals from group and spurs them towards their allocated work or obligation, which eventually builds the proficiency of the work.

## **6. Leadership**

Businesses and organisations are deeply concerned about the nature of leadership and its impact on the organization's success today. As defined by the Harvard Business Review, "Leaders are persons who set the course for a team's work while also gaining buy-in from the team's members to the course's goals and objectives." The term "leadership" can be interpreted in a variety of ways. Traditional definitions of leadership place emphasis on the leader having a specific set of skills or being a phenomena that arises out of a person's interactions with other individuals or groups. The definition of leadership can be influenced by these concepts. For many years, there has been an ongoing argument as to whether a leader's leadership traits are derived from his or her actions or beliefs. Grant also raises the question of whether or not the leader is a person in charge of the organisation. Someone who can make and implement decisions without being swayed by the person in front of them. Leadership has been defined recently as "a process wherein an individual inspires a group of individuals to attain a common purpose. It's also been said that "leading is like the Abominable Snowman, whose footsteps are all over the place but he's nowhere to be found".

### **a. The Organizational Leadership**

The ability to lead an organisation is not something that just a few people possess. It's also not just about how much the boss orders are followed, and how much the boss observes how much the orders are obeyed. When it comes to leadership, it's not about being able to motivate and inspire your staff, but rather, it's about recognising their needs and bringing them together to work for a single objective (Sansom 1998). An organization's growth and development is largely dependent on its leadership.



**Figure: 2**leading the organizations and organizational

### **b. Visionary Leadership**

For leaders, it's about leading organisations and their people to a specific destination. Leadership is meaningless if the leaders and their followers don't know where to go. As a result, having a crystal-clear vision is critical for leaders. A word's meaning may be depicted in a variety of ways depending on how we illuminate it. In the words of Bennis and Nanus "vision" is "a mental representation of a conceivable and desirable future of the organisation"

In the minds of leaders, this mental image grows, and it depends on their capacity to effectively perceive and use the things around them for the good and long-term success of an organisation Bennis further mentions that a company's performance can be affected by some empirically established leadership competencies, such as "vision and goal planning," "interpersonal skills and self-knowledge," and other traits specific to a given industry.

### **7. Conclusion**

In today's fast-paced, highly competitive world, change is inevitable. Businesses must adapt to new conditions if they are to remain competitive and customer-focused. Convincing people to accept and make necessary changes is the most hardest component of change implementation.

The ability to adapt to a changing environment and rejuvenate an organisation requires leadership. A company's top management team often oversees major changes, but anyone in the business has the ability to start or contribute to the success of a change. The more a company's leaders know about the various types of change and how to use relevant models to analyse organisational problems, the more likely their efforts to implement change will be successful..

### **8. References**

1. Hellriegel. D and Slocum. J (2004), Organizational Behavior, Guiding Organizational Change,
2. Kotter, J (March-April 1995), Leading Change: Why Transformation Efforts Fail: Harvard Business Review, pp 59-67

3. Kotter, J (1995), Leading change: why transformation efforts fail.
4. Harvard Business Review, Vol, 73, No 2, pp, 59-68
5. Kotter, J. (1990) A force for change, How Leadership differs from management, New York: Free Press, pp 1-177
6. Kouzes, James. M and Posner. B (2007), The Leadership Challenge. San Francisco: Jossey-Bass
7. Lyerly.B, Maxey.C (2000), Training from Heart, American Society of Training and Development, USA 2000
8. Manning, T. T. (2003). Leadership across Cultures: Attachment Style Influences. Journal of Leadership & Organizational Studies, No. 3, Vol. 9, pp. 20-30,
9. McGuire, J (2003), Leadership Strategies for Culture Change, Journal of Developing Change Leadership as an Organizational Core Capability, pp 1-2 52
10. Hellriegel. D and Slocum. J (2004), Organizational Behavior, Guiding Organizational Change, Chapter 16, 10th ed
11. House. R, (1971), "A Path-Goal Theory of Leader Effectiveness, "Administrative Science Quarterly, pp. 321-328
12. Jick, T. (2001) Vision is 10%, implementation is the rest. Business Strategy Review, Vol. 12 No 4, PP 36-38 Schumpeter, J (1991) J.A.
13. Schumpeter: critical assessments, Vol. 4, Routledge printing press USA.
14. Judge, T. A, & Piccolo, R. (2004), Transformational and transactional leadership: A metaanalytic test of their relative validity. Journal of Applied Psychology No.89, PP.755-768
15. Judson, A (1991) Changing behavior in organizations: Minimizing resistance to change. Basil, Blackwell: Cambridge, MA
16. Khazanchi. S, Slay. H, Rothenberg. S, (2006) Report on "Nurturing Organizational Innovation during Change" Printing Industry Center at RIT
17. Koteliikov. V (2004), Organizational Innovation, Managing Innovation, pp 62-64
18. Kotter, J (March-April 1995), Leading Change: "Why Transformation Efforts Fail": Harvard Business Review, pp 59-67
19. Kotter, J (1995), Leading change: why transformation efforts fail. Harvard Business Review, Vol, 73, No 2, pp, 59-68