SNS COLLEGE OF TECHNOLOGY

Coimbatore – 35

23BAE715 – WORKPLACE MORDENIZATION AND ADVANCEMENT

Unit III – LEADERSHIP AND TALENT MANAGEMENT IN MODERN ORGANIZATIONS

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Guess the Topic!!!

Developing Transformational Leadership in the Modern Workplace

Recap

Ethical Considerations in Adopting HR Technologies

Discussion about....

Visionary Leadership: Inspire employees with a clear, compelling vision that aligns with organizational goals.

Empowerment: Foster autonomy and encourage decision-making to boost engagement and innovation.

Technology: Use digital tools for leadership development, enhancing skills and driving growth.

Transformational Leadership

A departure from traditional and reactive management styles, transformational leadership provides a proactive and engaging way to inspire happy and productive teams.
It is comprised of four key elements:

Inspirational Motivation
Clear vision
Optimism
Inclusion
Productivity

Individual Consideration
Mentorship
Empathy
Purpose
Stregths & skills

Idealized Influence
Role model
Walk the walk
Enthusiasm & optimism
Embody values

Intellectual Stimulation
Innovation
Creativity
Goals
Challenge

Reason to study Transformational Leadership

Transformational Leadership In Modern Workplace

The modern workplace demands a new kind of leadership. Transformational leadership focuses on inspiring employees, driving innovation, and fostering a culture of growth.

The Changing Landscape of Leadership

Technology's Impact
Technology has redefined communication and collaboration, making remote work and flexible schedules more common.

Employee Expectations
Modern employees prioritize work-life balance, personal growth, and meaningful work over traditional hierarchies.

Globalized Workforce
Leaders must navigate cultural differences, embrace diversity, and foster inclusive work environments.

The Importance of Adaptability and Agility

Embrace Change
Leaders must adapt to evolving market trends, technological advancements, and shifting employee needs.

Flexible Strategies
Developing agile strategies allows leaders to pivot quickly and make decisions based on real-time data.

Continuous Learning
Staying informed and open to new ideas is crucial for navigating the dynamic landscape of the modern workplace.

Empowerment
Delegating authority and trusting employees to make decisions fosters a culture of initiative and problem-solving.

Ethical Decision-Making and Accountability

Transparency	Leaders are open and honest with employees, stakeholders, and the public.
Integrity	Leaders uphold high ethical standards in all aspects of their work and interactions.
Accountability	Leaders are responsible for their actions and decisions, taking ownership of both successes and failures.
Fairness	Leaders treat all individuals with respect and equity, ensuring fair treatment and opportunities.

Developing Self-Awareness and Emotional Intelligence

Understanding Strengths and Weaknesses

Leaders reflect on their own behaviors, motivations, and impact on others.

Empathy and Perspective-Taking

Leaders actively listen, understand different viewpoints, and consider the perspectives of others.

Managing Emotions and Stress

Leaders control their own emotions and reactions, remaining calm and composed under pressure.

Effective Communication

Leaders express themselves clearly, actively listen, and provide constructive feedback.

Knowledge Check

Which of the following best describes the role of technology in developing transformational leadership in the modern workplace?

✗ A) Encouraging employee autonomy and decision-making.

✗ B) Inspiring employees with a clear and compelling vision.

✗ C) Utilizing digital tools for leadership development and skill enhancement.

✗ D) Aligning individual goals with organizational objectives.

✗ **Correct Answer: C) Utilizing digital tools for leadership development and skill enhancement.**

Summary

Visionary Leadership: Inspire and align employees with a compelling vision that drives organizational goals.

X **Empowerment**: Boost engagement and innovation by fostering autonomy and encouraging decision-making.

X **Technology**: Enhance leadership skills through digital tools and platforms, driving growth and development.