Lemma Degefa

Omega Graduate School

Dr. Curtis McClane

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**Assignment #1 – Course Essential Elements**

1. Select One (1) Core Essential Element from the Syllabus Outline:

a. Weekend Residency: Create a 350-word original discussion paper (with cited

sources) during the week of the residency. Be prepared to discuss and engage

with other students during the live sessions. Post this document in DIAL.

b. Professor will check for quality of content and word-count requirements. Grade

assigned will be Credit or No Credit (CR/NC).

**Leader Development**

Although the world has always been in a state of change, the current change appears to be rather unprecedented due to technological advancement. In this regard, Sukalova (2022) asserts that the digital technology has revolutionized the way organizations function and how leadership is perceived and practiced. That is why several scholars argue that the digitalization of workplace is a total paradigm shift, which requires leaders to possess certain digital skills for sustainable corporate performance (Kane, Palmer, Phillips, Kiron, & Buckley, 2022).

In addition to digitalization, globalization, demographic change, and environmental crises are making the workplace in particular and the world in general volatile, uncertain, complex, and ambiguous, causing the conventional organizational leadership models (Nowacka & Rzemieniak, 2021). These dynamic variables have become the new normal affecting the ways works are carried out and organizations are led (Young, Leslie, Balakrishnan, & Winn, 2021).

In order to cope up with the rapid and multilayered change, organizations are required to invest in the attraction and development of talented and digitally capable leaders (Kane, Phillips, Copulsky, and Adrus, 2019). Nevertheless, Sukalova (2022) highlights that the digitally empowered pace of change puts organization and leaders in a position where it is difficult to determine a standard operation in attracting and developing the best leaders. As Manzoor (2023) asserts, leaders need to continuously tailor their capacity and commitment to effectively deal with change as a result of digital technologies, which increasingly will continue to interrupt the statuesque.

In summary, the digital technology and its effects have become unavoidable context to be dealt with, for leaders of any organizations anywhere in the world. Therefore, it becomes necessary that organizations must remain agile, continuously improve processes, engage talents, and drive a continuum of noble value-generating organizational and business models. Equally important is that leaders must remain alert, adaptive, and learners to continuously develop set of capabilities, thus, effectively navigate through the audacious trajectory of the digital world.

The very reason I chose this topic is that the digital world is imposing unprecedented changes on organizations, demanding organizational leaders to continuously craft and implement creative solutions. Emphatically, in a country of Ethiopia, leading organizations effectively in a rather competitive world is becoming an uphill battle for many leaders. To this effect, my research seeks to briefly examine the overall landscape of the global digital context, its implication to organizations and organizational leadership, and the set of practices that would help leaders to develop progressive set of competencies, thus, remain effectively adaptive in the increasing complexity of change.

**Works Cited**

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Sukalova, V. (2022). Managers Competencies in The Context of Diversity Management

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Young, S.F., Leslie, J., Balakrishnan, R., & Winn, B.A. (2021). The leadership

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