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# 書籍資訊頁面 -1

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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|
| advances in technology as we have seen in the case of COVID-19 pandemic which<br>Leadership in Disruptive Times focuses on navigating the organizational challenge                                                                          | s following the aftermath of the unprecedented global COVID-19 crisis and the disruptic<br>4.0). It provides organizations and leaders with the relevant tools, frameworks and best p<br>e, uncertain, complex, ambiguous (VUCA) and digital-driven workplace. | on caused by digitization at the                  |

籍基本資訊,與書目下載

資訊



# 書籍資訊頁面 -2





# 書內搜尋

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| disruptive times                                                                                                                     |       |                   |               | Search |
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| Page: <u>4</u><br>Chapter: Leadership In Disruptive Time<br>Leadership in <mark>Disruptive Times</mark> Sattar                       | s     | 關鍵字符合頁<br>R做更有效率的 |               |        |
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Chapter: Keywords

viii ABSTRACT This book provides insights into an understanding of disruptive leadership. It explores the transformation of organizations in today's highly disruptive, increasingly VUCA, and digital-driven era of the Fourth Industrial Revolution (also known as Industry 4.0). It builds the case for organizations to revisit and, at times, reinvent their people strategy, internal systems and processes, and deploy the technologies that would suit disruptive times. The book also examines



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26 LEADERSHIP IN DISRUPTIVE TIMES

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Robert Johansen, who developed the VUCA Prime Model (Figure 2.2), is a distinguished fellow at the Institute for the Future and the author of Leaders Make the Future: Ten New Leadership Skills for an Uncertain World. Johansen flips the VUCA model and focuses on the characteristics and skills business leaders must develop to counter the effects of a VUCA environment. Johansen proposes that the best VUCA-driven disruptive leaders have a vision, understanding, clarity, and agility (Johansen 2012).

| VOLATILITY = V  | V = VISION        |
|-----------------|-------------------|
| UNCERTAINTY = U | U = UNDERSTANDING |
| COMPLEXITY = C  | C = CLARITY       |
| AMBIGUITY = A   | A = AGILITY       |

Figure 2.2 The VUCA prime model

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ent times. Leaders with a clear idea of s to be can better weather disruptive omic downturns or new competition. o counter the turbulence while keepd. vith understanding and the ability to

in a VUCA environment, leaders must ir functional areas to make sense of the ders would be required to communicate ganization and to develop and demonills leveraging on the SCORE" highnapter 9 for details; Bawany 2019a).

atility can be countered with vision,



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