

Technology And Leadership

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ABSTRACT

*“The art of progress is to preserve order amid change and to preserve change amid order.”
— Alfred North Whitehead, 19th century British mathematician and philosopher*

Thanks to technology, leadership is possible without making a sound. It's just happening online.

From small offices to big, from government to private to corporate world the way leadership is being defined is changing due to the role and impact of technology on it. Breaking the traditional rules technology has given more power, flexibility to the leaders without requiring their presence physically.

In this modern era of technology the working pattern of employees has changed. now there is a possibility of working remotely. Now there is a possibility of managing the staff easily in different ways with the help of technology. Technology is also used to cater and analyse different needs of customers by using various data available.

Today the technology has advanced so much that we cannot escape from its clutches. The way we do our daily business, the way we are connected to others depends on the technology we are using. At the higher levels of management it can be used to effectively monitor the subordinates and thereby enabling them to become better leaders. Technology has become the driving force behind the emerging styles of leadership.

Artificial Intelligence, interconnected devices, cloud storage and other emerging trends are making up the new business world. Hence in today's world both Technology and Leadership are going hand in hand to mark a new trend of controlling and being controlled in which ever sector we take.

INTRODUCTION

Lot of attention is being drawn towards Modern day Leadership in the B schools, board rooms, governments etc. Today's leadership talks about being flexible, co-operation and collaboration among different levels of organization, ensuring lateral type of management instead of traditional and hierarchical structure that may lead to stagnation. One of the phase shifting elements is technology. Today we are using technology more than ever which is leading to more of a participative organization. Technology has a very powerful impact in our day to day life. It has changed how we connect with outer world. Technology and its tools help the top management to become a better leader. It is the driving force of new style of leadership.

A successful leader is one who understands the importance of technology and how to use it, how much to use it. The inter connection between various electronic devices, cloud data storage, artificial intelligence enables the leader to use his team to effectively reach the markets globally.

Gives Your Employees More Flexibility

Due to advancement in technology the way of doing things has changed. Today there is no longer a necessity for an employee to regularly visit the office. Today he can work from home itself. The new generation work environment is decentralized. Many of the meetings / discussions are digitalized unless exclusively required in person. This has resulted in more productivity.

Manage People and Projects Anywhere, Anytime

There was a time when the physical presence of important persons was necessary to take decision in a company. Thanks to technology. Today the scenario has changed. With the help of conference calls, video conferencing, emails, etc decision making has become lot more easier and faster.

Expand On New Markets; Embrace Diversity

The world is changing into a global village. The companies are opening their branches in every part of the world according to the market potentials. Thanks to the technology. There are translator software available, which can help them to understand the local language so that it helps them to understand and expand the business. The language barrier has been broken.

The Leader as Influencer

The technology also helps the leader to cater his social leadership by means of social media. It helps him to reach wide area, large number of people, his followers, his employees. He can communicate with them, motivate them, build team, connect with them and also do many more things. Thus technology helps him to be a better influencer.

HR and Training Work Is Taken to a New Level

Handling various details and data concerned to thousands and thousands of employees will be very tiresome job for the HR department. Thanks to technology. With the advent of computers, software and various other electronic devices handling of various data pertaining to their training induction, probation, certification, pay, leave, and many more other things has become very easy .

Inspiration over Direction

With the help of technology the leader can reach his team members from anywhere, any time. Thus it becomes very helpful to guide the team member over any issue in concern. Thus it inspires the work force and builds trust among the team members. The team members can contact their leader without a need for physical presence which saves time and energy. It also helps in getting better results.

USAGE OF TECHNOLOGY TO BECOME A BETTER LEADER

Track analytics

In this supersonic era, in the course of running an organization, there are lot of parameters that need to be monitored. Lots of data has to be analyzed and conclusions have to be drawn in given short span of time. Technology helps us to do all these with lesser possibilities of human errors. All we need is to update the data regularly without mistakes. Rest all is taken care by the various software's/ apps. A leader shall be successful if he holds all the important data/ interpretations/ analysis reports at his finger tips.

Maintain your website / social media.

Having a website is a common phenomenon today. It helps to connect with the rest of the world. Various issues can be addressed through one website. It is your card to success in the market. It helps in sharing information to staff / public / partners at the same time.

Today social media is being used by millions of people esp face book, twitters. There is a lot of followers associated with the global leaders. Hence using these appropriately can help a leader convey his message very clearly to millions of people with a press of button.

Training and communication

Greater advantage of technology can be taken in the field of training the employees. Training process can be streamlined by conducting series of online and offline courses. Lots of induction programs may be arranged. Online courses help save time and energy. They are more convenient and flexible. It also establishes a strong communication setup.

Mobile Technology as a Motivator

In recent years, mobile technology has changed how we communicate, gather information, the way we process it.

The use of Mobiles, tablets, laptops has become a necessity today.

The use of Mobile devices such as laptops, tablets, mobiles in the workplace give leaders and their employees the benefit and convenience of access to work while traveling, from home or for that matter any place on the earth... By giving employees more freedom about where they can work, employers benefit from increased productivity and higher work quality.

It also affords dedicated employees greater opportunities to transition seamlessly from work to home—and get projects done wherever they might be.

The Best Apps for Collaboration

With the development of software and hardware technology, many customized applications have been developed to cater the different needs of the industry. With cloud storage technology coming into picture the way of data management and processing has changed. The world is in real sense becoming smaller and closer and faster. When these applications are used smartly they help the leader to manage his team in a better way.

With the Right Technology Tap into Seamless Collaboration

As we all know that many of the advanced electronic devices can be synchronized and connected to each other, companies are taking advantages of this. Thus they are taking complete advantage of this so that it is easy to share information, send flash messages, hold meetings remotely, onsite discussions, and many more possibilities are possible because of technology. Hence using the right technology will help the leader to take his company to grow in a better way.

Technology for Assessment and Training

The way of keeping an eye on the performance of the employees has changed with the advancement in technology. Today there are lots of customized software available in market to keep a track of the performance of employees. Leaders with the help of these can assess each of them and train them suitably and also reward them based on their performance.

Possibility with Today's Technology

Technology has helped the leaders come out of the orthodox ways of running a company. It helps them to promote employee engagement, sharing, mobility, collaborations, research, product development, training there by optimizing the productivity.

The designs can be seen, altered, corrected, run through simulations software's there by minimizing the losses. It has changed the way the industry works.

NEGATIVE IMPACTS OF TECHNOLOGY ON LEADERSHIP

No personal time to think.

In today's scenario we are so much connected and involved in computer/ mobile apps, emails, social media and other things that we have hardly any time left out for individual thinking. A good leader must have the ability to think and take decisions in the short time available.

Lowered Emotional intelligence.

A leader has to have high emotional intelligence to deal with his subordinates. It reflects on his skills, social awareness, responsibility, relationship management. If a leader is too much dependent on technology then it may reduce his emotional intelligence which may have negative impact on his ability to deal with subordinates.

Self-sufficiency of Individual is evaporating.

In this modern technological era everyone is dependent on the search engines for their answers, which are ready, made. Everybody wants quick answers, which has reduced the ability of a person to think and solve problems. Over dependency may be dangerous in long run. There need to be some individualistic thinking to solve the issues in a company and how to deal with the employees rather than depending on the data of the computer.

Reduced privacy.

Due to extensive use of social media there is hardly any space left for privacy. A healthy public life is possible only if there is a robust private life. Hence a good leader must give importance to his private and public life.

CRITICAL ANALYSIS:

From the discussions above we can say that leadership and its role has been influenced very much by technology. A leader has to be in good communication with his work force, he has to ensure that there is satisfaction among the employees towards the company, their work, training etc. Technology helps him to do all these things in a better way.

All these shows that technology has influenced the ways in which leaders are working in this modern era but the basic roles of leaders and concern of leadership practices remain the same.

CONCLUSION AND FUTURE OF TECHNOLOGY IN LEADERSHIP

Information and communication systems are taking the center stage in global enterprise. In coming days technology will be extensively used in planning, managing, production, delivery, R & D, and other areas of the organization. It will become integrated part of the system. All we need to know is how to use and apply the technology. The technology savvy leader who understands it and uses more will have an advantage over others. One who does not catch up with the technology will be left out from the race.

But at the same time we should not forget that, even with the advancement of technology, the basic roles of leader viz managing work force diversity, ensuring work life balance; encouraging employee participation and most of all, directing the efforts of the employee to achieve the goals of the organization as a whole remain the same though help of technology may be taken.

Technology has changed the way in which a leader works but has not changed the characteristics of leadership

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