

The Significance of Strategic Management in The Process of Changing an Educational System

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ABSTRACT

A leader's capacity to encourage growth and achievement has always fascinated me. Leadership that gets results is, in my opinion, the most crucial attribute for any company. It gets better: certain leaders are even ready to start revolutions when the time is right. Amazingly, we were able to achieve all of our objectives while also practically cultivating new leaders and advocates among regular people. Being a leader meant taking responsibility and seeing things through to completion. This is where Mahatma Gandhiji's unparalleled candor and humanity as a leader will remain forever. Strong leadership is seen in many different contexts. Leadership is crucial for all types of organizations today, regardless of their profit orientation. Here are few additional explanations for this. Initially, we will inhibit certain personnel from committing errors. Directors will have the opportunity to prevent unforeseen errors through effective leadership. A corporation may select the most suitable persons for the activity roles, even if they are not the most exceptional. The presence of leadership is crucial for the objective evaluation of candidates' submissions. The capacity of directors to somewhat mitigate the deterioration of employees' viability and trust in the workplace is an additional advantage. Leadership also helps the business achieve its goals and improve its benefits and exhibitions. While clear, logical, and rational designs are commendable, they alone will not lead to successful completion. The human factor is essential for success, as several cases have demonstrated. An essential aspect of good leadership is the capacity to galvanize individuals towards the attainment of shared objectives. Numerous directors achieve success due to their ability to identify, recruit, assess, and develop the most brilliant individuals for available jobs. Consequently, robust leadership is vital for any organization aspiring to achieve success.

Keywords: *The Significance, Strategic Management, The Process, Changing Educational System.*

1. Introduction

Developing leaders requires emotional intelligence, which is closely linked to successful methods of incorporating educators in student learning. Emotional intelligence is a difficult concept to pin down, which can put leaders in a difficult position. For leaders to possess emotional intelligence, they must be able to maintain emotional stability. However, there are lots of situations where followers expect leaders to show illogical emotions rather than stable ones. There is a common expectation that leaders, when confronted with injustice, should show genuine moral anger rather than a nuanced and sensible response. This study abandons previously used theories, such as emotional intelligence, in favour of a more modern approach to assessing the impact of leadership on organizational outcomes. According to Fryer, the purpose of this research is to find out whether coercion is necessary for successful leadership and, if not, what type of effects this would have on organizations.

How to deal with issues with power and authority is a neglected subject in leadership studies. Leadership, according to Maccoby, is at its best when it encourages subordinates to act independently and see projects through to completion. Thus, it would appear that leadership studies such as Maccoby's sidestep considerations of power and authority in favour of concepts like inspiration, motivation, and willingly taking responsibility. It is argued that when inspiration and motivation are present, it is unacceptable to employ authority and power. Nonetheless, there are two sides to the idea of inspiration: the givers and the receivers. It's conceivable that certain individuals at a school don't have the authority to motivate others, and that other members can't rise to the level where they can contribute to this process of motivation. Someone from a lower-ranking school may have her enrollment limited if she possesses the charm to motivate her peers. This could be seen as an attempt to maintain the current order.

This aspect of modernity can also be seen in the business world, where people's relationships are often based on estimates about how to make money in the short term. So, it makes sense to always wonder what school officials are trying to do. Teachers who work for their bosses may use this information to figure out if their bosses are being honest or just trying to move up in their jobs. Because of this, it is hard for leaders to be true to their own beliefs and values. The leader must reassure the teachers that they will stay true to the goals no matter what difficulties or sacrifices may need to be made. These days, many businesses are tackling this issue.

The Significance of Leadership

The situation and profession necessitate an emphasis on distinctiveness rather than fitting in with a huge, faceless group. Thus, the notion of the masses is a metaphor for the diverse components that can coexist as a plurality of bodies and share each other's pleasures and sufferings in non-modern societies.

The educational experience is often different. Teachers are juggling several interests. Thus, whether they can overcome these concerns and commit to each other is uncertain. Once the mask is off, self-interest is revealed, and the organizational game becomes expressing honesty. Mobilizing authenticity motivates and commits educators to work harder and achieve better organizational

results. An honest educator would question whether the "real" authenticity on exhibit is a facade to attract other government interests. This study analyzes leadership advancement in typical organizational sophistication to understand its effects. Is joining an association where people believe in respecting each other a sincere proclamation of humanity or a marketing tactic where self-interest meets? Educational leaders should be imaginative, humble, and obedient. Formalizing an investigating hypothesis is vital here. This study disproves the probabilistic leadership theory. Truthfulness and humility universal or context-dependent? In typical organizational operations, a problem may occur involving these principles. To achieve company goals, a leader may need to forgo aggressive humbleness and defend his or her profession. Only in extreme instances, when only critical results are at stake, may originality be abandoned. Research shows that modest, determined CEOs are more effective than charismatic ones. Some say submitting or humility is just as crucial, if not more so, for uninhibited social integration. Humility is crucial to charismatic leadership, say Nielsen, Marrone, and Slay. Humble leaders put others first. This boosts a leader's charisma among workers and professors. Accepting and respecting diversity takes humility. A second intellectual trait that helps with self- and other-management is humility. Sincerity fosters long-term, open, and democratic school relationships. Teachers will feel comfortable sharing their unique thoughts with their superiors. Teachers aren't scared to disagree with their supervisors, which fosters creativity.

2. Literature Review

X. Zhan, A. B. Anthony, R. Goddard, E. Beard, K. S. (2023) Effective curriculum, instruction, and assessment decisions may benefit from shared instructional leadership. Assessing this concept in schools is crucial due to its organizational processes and results. We present the Shared Instructional Leadership Scale and its reliability and factor structure in this article. Faculty were asked how much principals, instructors, and school staff collaborate on instructional leadership methods. For psychometric testing, we created four sub-samples from 422 teachers in 107 schools. Exploratory factor analysis showed that the Shared Instructional Leadership Scale factor structure was constant across all four sub samples.

Margolis, J., Strom, K. (2022) Many educational practitioners and scholars can attest to the benefits of teacher leadership anecdotally and conceptually, but quantifying the impact through student accomplishment has been difficult. This article argues that traditional teacher leadership assessment reasoning does not match the complex reality of teacher growth and cannot meaningfully assess teacher leadership programs. According to complexity theory, which studies complex, adaptive systems, focusing on information and non-linear information sharing/exchange may be a better analytic tool for assessing teacher leadership.

Wang, M., & Xia, J. (2022) This article outlines the creation of a Teacher Leadership Scale (TLS) applicable to early childhood education in China. A mixed methods study design was established to achieve the research objective, collecting both qualitative and quantitative data regarding the perspectives of teacher leadership from intermediate leaders (e.g., vice-principal, key stage coordinator, subject leader) and classroom teachers. The qualitative study involved semi-structured interviews with seven middle leaders and seven classroom instructors. The qualitative findings were

subsequently utilized to generate an item pool for a quantitative study aimed at developing the TLS in four stages. The TLS questionnaire was administered to 175 respondents and subsequently to an additional 419 respondents for exploratory factor analysis. The scale underwent additional validation using confirmatory factor analysis involving 597 respondents. The concurrent validity was assessed, revealing a favorable correlation between teacher leadership, job happiness, and the principal's receptivity to authority.

J. Shaturaev (2021) After the last presidential elections, Uzbekistan began modern educational reforms as part of a development program and spends a vast amount of money on public education, more than other Central Asian countries with similar income levels. However, results are still lacking and education remains one of the republic's most pressing issues. In South-East Asia, Indonesia has invested much in formal education over the past few decades, but learning outcomes remain low. Communications can improve educational outcomes in addition to mandated schooling improvements that improve investment quality and information use. This comparison of compulsory education in Indonesia and Uzbekistan examines why school performance is low. We questioned school instructors, principals, and officials to identify problem-causing variables. Based on our findings, teaching-learning transformation and public education investments are needed to accomplish promising milestones.

Turnbull, D., Chugh, R., & Luck, J. (2020) Technology has undoubtedly revolutionized the delivery of education worldwide. We now inhabit a linked world where the conventional notion of formal education, occurring in a singular physical setting, is progressively losing its significance. Contemporary learners are becoming discontent with the traditional stand-and-deliver educational model that prescribes attendance schedules, learning locations, and methods of engagement. The advent of advanced communication technology and mobile devices has allowed a new generation of information consumers to fulfill their knowledge requirements without the necessity of physical gatherings. Software vendors, open-source developers, and educational institutions, aware of this advancement, have adopted solutions that enable the management of courses and remote student interaction.

Castro, R. (2019) Education constitutes a multifaceted system necessitating diverse viewpoints and analytical levels to comprehend its contexts, dynamics, and the interactions among its participants, especially in relation to technology advancements. This article seeks to identify notable developments in blended learning implementations within higher education, the technological capabilities offered, and the settings in which these capabilities are utilized. This literature review examined and evaluated forty-five peer-reviewed journal publications. The results underscore certain shared functionalities of digital educational technology. Digital tools or platforms that facilitate human-to-machine contact may improve automated procedures for blended learning delivery methods. In this regard, digital technologies like video capsules and sophisticated tutoring systems can enhance educational activities. Initially, by granting access to a greater number of students and enabling self-directed online learning activities. Secondly, by providing a personalized learning trajectory for each student, thereby enhancing extracurricular activities and feedback. Educational

technology capabilities (ETC) offer further insights for determining the optimal strategy in aligning learning objectives within technology-driven deployments. Additional research is necessary to empirically substantiate these findings.

3. The Importance and Traits of Effective Leadership

The classification of leadership into educational, strategic, cultural, etc. kinds by numerous writers allows for an examination of many leadership traits. The fact that transformational leadership is the norm is crucial. The notion suggests educational leaders focus primarily on classroom instruction. Instructional leadership was well-evaluated by Southworth. This study just addresses tactical approaches and how they help, not leadership's primary evaluation.

While knowing the Institute's expertise and work is important, outstanding leaders, who are different from managers, are still valuable. The most important thing is that leaders can confidently handle the present and any future crisis. The leader must see the institute's future in the big picture, sort through potential issues, and offer a solution that will help it succeed.

Leadership repeats and distinguishes management. Making money and setting the stage, strengthening it, and making the excursion elegant and straight for the Institute is a close call. For immediate and routine event application and short-term projections, the authority and institutions' professional management work closely together. The Institutes' administration is a collection of persons that guide the youngsters and secure sponsorship and encouragement from others to supply the necessities.

Authority and initiative are inseparable in most modern management philosophies. Management is affected by location, social association type, goals, participants, resources, time period, and more. You can structure an initiative in numerous ways, but this examination focuses on how the strategic pioneers fared given the specified parameters. This research is based on their impact on academic success of educational institutions and the students they provide care for. School leaders need a comprehensive plan to rethink leadership.

Most definitions of leadership emphasize prospect focus and expanding institutions. So, we focus on strategic leadership. Here are some fundamental views on key authority inside our system. Methodology as a method, procedure, and outlook a collection of comprehensive outputs, plans, and outcomes is examined instead of the expected and objective principles of critical planning. Instead of short-term forecasts and standards-driven goals, institutes must adopt broader strategic didactic, instructional techniques, and attitudes to promote sustainability. Well-defined strategy strengthens tactics-focused institute structure.

These essential processes and organizational critical approaches were studied. The pioneering critical administration follower includes assembling and using. Leadership with an eye to the future must prioritize where? To understand the important quality, tasks, and responsibilities. Learning from others, reading appropriate material, and following protocols builds strategic leaders, according to my hypothesis. By being humble and honest, he or she achieves this. The analysis used to evaluate

the affiliation's vital administration basics is illuminated, as I may have read in my proposal investigation.

4. Objectives

The primary goal of any training and development program should be to assist staff in accomplishing the goals set out by the company. We aim to learn about the strength of the connection between training and development through this research. We anticipate that this study will shed light on the role of strategic leadership in relation to the reform of educational institutions. The goal of this shift is to provide standards for how academic institutions should use strategic leadership generally and how specific types of decisive leadership should be used to implement strategies.

1. To research how a strategic leader is viewed in an educational setting generally and in relation to strategy implementation in particular.
2. To research strategic leadership's perceived efficacy in a learning environment.
3. To research the factors that are thought to be important in implementing strategic leadership and enabling change in an educational setting.
4. To research the perceived obstacles to strategic leadership implementation that prevent an educational institution from undergoing transformation.

5. A Strategic Leadership Analysis of Gendered Characteristics

Strategic leadership is a concept that refers to the possible ability of a team leader or executive to see, communicate, and carry out a planned association vision. Another sign of strategic leadership is a person's ability to convince and inspire others to embrace the same intentional vision and to carefully and tactically avoid their obligations. There is debate over whether experience is needed, but it is also important to have the necessary traits of a strategic leader. The following is a list of ten characteristics that are desirable and found in people that motivate and inspire their teammates to perform better and accomplish more.

- **Be Flexible**

A strategic leader must be curious, unique, and open to new ideas. Strong strategic leaders think that deep discoveries come from others and that understanding each thought, belief, and idea can help your firm succeed. You must accept client and stakeholder feedback and make big adjustments to align everyone. Strategic awareness includes examining viewpoints that disagree with present beliefs but could lead to long-term partnership success.

- **Be Honest**

Leaders must be flexible and willing to reform processes. Strategic leaders know this best. Making these changes requires determination. Bravery may stand out in any powerful leadership style. When stakeholders and customers tire of an organization's or industry's established practices, strategic leaders must change goals, tactics, and processes. Remembering to challenge yourself and others, seek out new ideas, and take chances will help you develop vital skills; success can lead to

complacency. By reminding your unit that failure is a necessary evil on the route to success, you can inspire them to overcome scepticism and criticism and find inventive solutions to their goals.

- **Intelligent Observation**

Leaders with a strategic mindset are always on the lookout for trends and clues about external factors that can expose weaknesses or put their team's performance at risk. While they may not be the first to identify emerging trends or technological developments, they do their best to spot the vague indications of promise and the precursors to future upheavals. A good leader is someone who is always up-to-date on the latest news and intelligence pertaining to certain industries and occupations, as well as social and technical developments that will impact the world in the years to come. We are all cognizant of the fact that our environment is "volatile, uncertain, complex, and ambiguous" and that we must continually anticipate and adapt to favorable and unfavorable conditions.

- **Accountability**

Accountability is a key tactical and strategic leadership trait. Strategic leaders must be accountable for their ideas and actions and deserving of others' responsibility since plans and strategies lack bravery and efficacy without accountability. Strategic leaders set clear expectations without being unpleasant. Even though people rarely make mistakes, you know accidents and mistakes happen. Instead of criticizing these barriers, you encourage them to admit their mistakes and keep going. Strategic leaders are resolute and help, troubleshoot, and fix problems, but they insist on execution. You must advance, set ambitious goals, and accept your portion of the effort to join a strategic leader's group.

- **Working Together**

Collaboration is similar to strategy. All of the examples of progressive strategic leadership that have come before it involves groups of people who were highly motivated, very focused, and who had a common goal in order to accomplish it. Leaders that excel at what they do are bold and visionary. In order to define a track and build momentum, they understand that a militia is required. A team of pioneers eager to mold their field is essential for strategic leaders. Some of the best strategic leaders in the world get their teams to come up with a wide range of well-thought-out solutions.

- **Providing Inspiration**

Strategic leaders use affiliates to promote their campaign and ideology. They motivate others to participate and provide the discretionary zeal needed to advance a strategic objective. Motivating and inspiring people reduces risks, uncertainties, and team divisions. Successful strategic leaders can bring new ideas, techniques, and strategies to the club and organize individuals around this idea to boldly direct the team. A good strategic leader must acknowledge and celebrate accomplishments.

6. Importance of Study

This study is very important since it will help the sample organization, the feeder organization, and the existing leaders. The ability to fine-tune the company's training and development programs for optimal efficacy is an additional benefit that can boost performance and production. Because it will probably affect their own policies on training and development, the organization stands to benefit from this study as well. Students and current leaders will immediately benefit from the study since it will provide them an opportunity to grasp the value of training for progress.

Allocation of Human Resources: With the support of development and training programs and efficient use of human resources, workers are able to realize their career and personal goals.

Making the Most of Human Resources: Prioritizing the use of human resources through development and training programs helps individuals achieve both their personal and the company's objectives.

Staff Education and Training: Development and training programs can help human resource experts in organizations and their employees improve their behavioral and professional qualities. Workers feel more driven to advance in their careers as a result.

Developing the Skills of Staff and Teaching Resources: Operators at all levels can benefit from growth and training programs that aim to improve their knowledge and abilities. The outcome is an increase in both the potential and well-being of the personnel.

The Relationship Between: Teamwork, camaraderie, and collaboration across teams can be fostered through training and development. One of its advantages is that it encourages employees to always seek more information.

Core Principles: Through development and training, organizations can enhance their effectiveness and foster a healthier culture.

Workplace Safety and Health: Creating a healthy work environment is aided by investing in staff development and training. When workers have a personal investment in their jobs and the company as a whole, they are more likely to work toward shared goals.

Spirit: Training and development resources raise morale and output.

Image Gallery: A more efficient company model can be more easily created with the use of development and training resources. Results of development and training programs that focus on profitability include restoring profitability and increasing self-assurance in pursuit of value orientation.

7. Conclusion

Leadership as a complex web of interdependent parties can be better understood for practice and study. Our partner hypothesis affects several leadership elements. The partner hypothesis affects

leadership, according to Freeman and Albinger, since it improves performance. On the overall, the partner theory can explain why some leadership systems work better than others. The development of leadership frameworks that exploit organizations' external partnerships and statistics on their impacts has only begun. These courses suggest cooperation may benefit leadership regulators like deployment. By accommodating aid management and recruiting, businesslike discussion can be valuable.

This study is motivated by partner management and leadership makers' views on the association-incorporating system. This section is not about how designers conceptualize a networked relationship. Detailing the system's intended application for Leadership and the central association's Leadership division's main partners is crucial. "A partner's stance on Human Resource Management" listed key outer partners to an association's leadership office. These graphic names other partners. Ferrary examined these partners' advantages to better understand how they might inspire their cooperation. Ferrary was definitely more critical of the political component, which comprised many delegates, based on the designated on-screen personalities or couples.

Having the association's leadership office ingrained in partner organizations is as important as having it visible in the system. This involves returning to the idea that the main office is the system's hub. In addition to the office-partner ties, the analysis should examine the partner relationships themselves. This is the subtle difference between old and new partner ideas. Ferrary utilized an association head and an executive integrated into a partner arrangement to show how a political-financial framework might be viewed from two perspectives.

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