Leading Through Change

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Introduction

This report will describe how tech and software updates are needed to facilitate collaboration. First, we will discuss the leadership style required to address the risk associated with tech and software updates. Then, we will explore the leadership practices needed to address the tech and software updates risk. Afterward, we will explore the leadership traits required to address the risks associated with tech and software updates. Finally, we will determine how to encourage collaboration to empower a team.

Organizational Change to Facilitate Collaboration

Tech and software updates are an organizational change that can facilitate collaboration and empowerment. Product Manager Cara Ong (2017) explains that to identify improvements in organizational changes that facilitate collaboration and empowerment, lead from the front; this means modeling collaborative behavior and creating an environment where open communication is encouraged and all questions are valued. We will foster personal accountability by implementing policies that promote ownership of tasks and responsibility for positive and negative outcomes. We will create a culture of mutual trust and respect by keeping employees informed and involved in the company's processes, which fosters a collaborative environment. Finally, we will align employee and management goals by ensuring that all team members communicate and share the organization's core values and goals. (Ong, 2017)

Leadership Style, Practices, and Traits

Addressing risk effectively in leadership requires a style that fosters consultation, trust, and a focus on improvement and reliability. Cuckow, J. (No Date) Two practices needed to address the risk associated with tech and software updates, according to E. Villanueva (2023), are risk recognition and risk analysis. Analytical and problem-solving skills are two traits required to address risks associated with the organizational change of tech and software updates. Rapid Global (2024) tells us that analytical skills give the ability to assess and predict risk through data analysis, and problem-solving is a proactive approach to identifying solutions and resolving issues as they arise. Pizzolitto, E, Verna, I. & Venditti, M. (2023) purports that as an authoritarian leader, some personal leadership traits that can be applied to the change associated with tech and software updates is decisiveness. Decisiveness can be beneficial during times of change when swift action is needed. Direction is also a trait that can be applied to the change associated with the upcoming tech and software updates, according to Du, J., Li, N., & Luo, Y. (2020).

Two examples of leadership practices to address the risk associated with a tech and software change are proactive risk identification and management and building a culture of resilience. To proactively identify and manage risk, we will regularly review and update risk assessments Gius, D (2018), encourage open communication about risks at all levels of the organization, and implement continuous monitoring systems to detect early signs of risk (Forbes, 2023). To build a culture of resilience, we will promote

adaptability and flexibility among team members (Nichols, C., 2020), encourage learning from past mistakes, and improve future responses (Forbes, 2023).

Encouraging Collaboration/Empowerment

Leadership will take the following two approaches to encourage the kind of collaboration that empowers this team. First, company leaders will model collaborative behavior. Leaders will actively participate in team activities, solicit input, and demonstrate openness to feedback. As leaders, we understand that our actions set the tone for collaboration with the team. (Borderless HR, No Date). Kitch, B. (2024) asserts that leaders should encourage transparency, and collective problem-solving is an effective way to foster a culture of openness.

Conclusion

This report described how tech and software updates are needed to facilitate collaboration. First, we discussed the leadership style required to address the risk associated with the organizational change related to tech and software updates. Then, we explored the leadership practices needed to address the tech and software updates risk. Next, we examined the leadership traits required to address the risks associated with tech and software updates. Finally, we determined how to encourage collaboration to empower a team.

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