

THE VUCA WORLD

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Organization is commonly defined as multiple or group of people working together to achieve common goals. And, being part of an organization for quite some time I may say that organization may be defined in so many different ways and means. One definition is that, an organization is a VUCA world. It is volatile for change is always present in an organization. It is where uncertainty like in life becomes a constant thing. Complexity brought by different factors is inevitable because of its nature. And, it's a place where ambiguity makes an organization less effective for what it is needed to be.

Moreover, leading an organization based on what I have heard from many different administrators is not really an easy thing to do. It may consume different aspects of a leader, physical, mentally and emotionally. Every day is a different one. Situations may seem to be the same but there will always be a difference. A leader in a VUCA world must not just lead by knowledge and skills but by integration of emotional intelligence where a leader must understand ones' own emotion, the concept of interpersonal relationship, the importance of stress-management to him and to his members, adaptability skill and positive outlook in life as a leader. In utilizing these in leading a VUCA world, situational leadership could also be a basis for ones' actions and decisions. Assessment of the current situation must be considered in analyzing and deciding for the actions to be undertaken. And, for this matter a leader in a VUCA world must know how to speak and when to listen, be tough but not too much, and decisive but not forgetting to use his heart.

In furtherance, one cannot find an organization where everyone thinks, speaks, and acts the same way nor an organization that has everything the same from the very beginning. All of these make an organization a really complex and a VUCA world. It may sound that it is a negative world but it is not, it is just the real world. What a VUCA world needs is a leader who is direct to face complex situations, one who is understandable in times of ambiguous circumstances, a reliable individual when experiencing volatile conditions and someone who is trustworthy when in front of uncertainties. Thus, a real world needs a real leader.

References:

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