COMPLEXITY LEADERSHIP IN CONTEMPORARY WORLD

by:

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First, let me define what complexity leadership means as cited in the paper of Geer-Frazier (2014). It was mentioned that in complexity leadership, leaders must shift away from viewing their organizations as machines to viewing them as complex knowledge centers that can generate innovation, learning, and adaptation. This means that in today’s complex market, organizations may succeed through embracing complexity and working within it.

In this time and age, the system of organizations where they operate people like machines is no longer effective and will not yield better performance. With this, I am stating that I agree with the ideas expressed in the paper. The notion that an organization should be divided into different levels and a certain group should control and take over should be replaced. The system of organization should instead be dynamic, allowing change and development. Besides, people of today, I believe, are becoming more knowledgeable about the world. We cannot simply be controlled by other people like what traditional leadership does. For traditional leadership, the concept of “enabling” instead of “controlling” will be very hard to embrace but an organization should always welcome change for the betterment of its system.

Even though there are still a number of organizational leaders that believe in controlling every aspect of an organization as the best way to achieve success, it is evident that nowadays, no organization can promote learning and innovation if a leader will not let his employees be involved in the decision-making process. Leaders of today should
change their hierarchical systems to dynamic systems. The key then is to enable and lessen control.

Every organization should be a united problem-solving unit for it takes a whole team to fully understand the complexity of a certain system. Similar to what has been reported, employees’ opinions matter a lot in every organization because they are the ones directly involved in the operation. As leaders and managers, one needs to make it easier for people to connect, have different ideas, and have disagreements.

To further enhance this point, I would like to quote the thought underlined by Richardson (2004) which was also cited in the paper. He said that a person cannot ever know an organization completely because no leader has the vital diversity to control it as it is more diverse than that person could be. I strongly agree with this concept because really, there is no perfect leader. No matter how rich a leader’s experiences are, or how long he serves in an organization, there will always be a time that he’ll be confused and unsure of his decisions. Getting the pulse of the members of the organization does not make him weak; it will actually make him appear stronger and more courageous since he admits that he needs his employees or subordinates in order to succeed. Moreover, in a complex organization, working as a team prevents further complications since the success of a member means the success of the whole organization.

References: