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THE ROLE OF LEADERSHIP IN DRIVING ORGANIZATIONAL CHANGE AND TRANSFORMATION

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Leadership is a process of influencing group in a particular situation at a given point of time and in a specific set of circumstances that stimulates people to strive willingly to attain organizational objectives. Leadership is a powerful tool which can be used to bring several people with individual opinions into a unified force working for a common objective. The leadership is not just limited to an organization's circumscribed limits but a force and vision which is applicable everywhere. But in the current scenario of technological evolution and need for the expansion of businesses, a visionary leadership is necessary for ensuring the proper functioning of an organization in its full potential and for driving in meaningful transformation. Change is no longer optional; it is a way of survival.

SIGNIFICANCE OF LEADERSHIP IN AN ORGANIZATION

The employees in the current evolving corporate world are self-driven by their aim and determination but sometimes, this alone fails to achieve the organizational goals. A leader indeed is essential to put together various energies towards attaining the goals which are mutually beneficial to the organization and to the employees. Transformations are taking place in the environment due to various reasons like policies of government, economic factors, interest of consumers etc. So, change is indeed inevitable in the organizational set up too. The real job of the leader is making his fellow-followers self-capable of coping up with these changes and adopting policies and measures that are necessary. A leader is not one who just enjoys the fruit, he is the one who strives along with his followers in attaining the fruit. A leader is also responsible for simplifying the company strategies to the employees so that everyone is at ease for following the task.

ROLE OF A LEADER IN ORGANIZATIONAL CHANGE

A leader is the first one who is responsible for making a change in all three levels of management; upper, middle and lower level. He may not always be the head of the department but will be a one on whom his followers can rely on. On crucial situations where company's survival is at stake, the leader should take the appropriate decisions which will help the company overcome the crucial condition. During this, employees might be compelled to work overtime or work under paid. The real leadership skills step in where the leader has to convince his followers that the change is non-negotiable. A leader has always an important role in overcoming the resistances shown to changed norms.¹

THE PHASES OF APPLICATION OF LEADERSHIP SKILLS IN TRANSFORMATION

The transformation of an on-going organization does not happen on a blue moon. It requires the overall effort of all spheres of the organization. Enabling this task is not an easy job and the role of a leader in this is non-negotiable. A leader is the primary visionary for aiding change within an organization. He is the one through which the people will get to know what success looks like. They are the one who are responsible for providing the employees with materials and amenities necessary for achieving the vision. While doing this he is also make sure that this is done in a rather sustainable way to ensure that the morale of the people are not damaged.

EFFECTIVE LEADERSHIP QUALITIES

A leader should always be the one with good communication skills. Education qualifications alone will not make a person a good leader. The foremost important quality is the aptitude to convey information in its full form. The first step of organizational transformation begins when the employees are made aware of their roles and the overall objective of the firm. Emotional intelligence is yet another quality which is needed to become a great leader. He should be able to incorporate the opinions of others and take a sensible decision. He must be an empathetic listener. He must be optimistic and be able to spread the positiveness among his followers. The leader must be a visionary and a role model upon which the whole team can rely on. He must be someone devoid of superiority complex and someone who treats everyone equally.

LEADERSHIP STYLES THAT AID ORGANIZATIONAL CHANGE

¹ The role of leadership in driving organizational change | by Brian C Jensen | Medium. Available at: <https://medium.com/@briancjensen1/the-role-of-leadership-in-driving-organizational-change-6a118dbd8e0> (Accessed: 30 May 2026).

1. Transformational leadership: a transformational leader focuses on improving the work life of the employees by initiating a proper feedback system and also ensuring changes to accomplice the organizational goals.
2. Servant leadership: a servant leader sees everyone as an individual leader and focuses on the complete welfare of the employees. He enables the employees to take decisions by themselves for ensuring the smooth functioning. Trust, pride and enjoyment are the three pillars of this kind of leadership.
3. Participative leadership: a participative leader is driven by the force of obtaining consensus among his followers. He will be the final one taking the decision but will consider the opinion of each of his team members thereby increasing their morale.²
4. Strategic leadership: they combine their vision along with the input of the employees in attaining what is best and inculcate technological driven changes.
5. Delegative leadership: this type of leader delegates his decision-making authority on his fellow members. He is not keen in seeking feedbacks and believes that others are capable of making the decisions.
6. Authoritative leadership: these leaders consider themselves to be visionary and provide guidance to his members to make decisions. They consider themselves as the motivators and helps in accomplishment of tasks³.

SOME LEADERSHIP MISTAKES WHICH SLOW DOWN TRANSFORMATION

Even though a leader is the primary force of ensuring change, sometimes some acts of them can hinder the actual process of transformation. Underestimating his followers is one of the major virtues which slows down the change. The ideas of the followers might be considered with due respect. Overloading them with transformatory programs can also lead to decreased productivity. Lack of fulfilment of rewards promised may also result in the same.

² (No date) The role of leadership in driving organizational change | by Brian C Jensen | Medium. Available at: <https://medium.com/@briancjensen1/the-role-of-leadership-in-driving-organizational-change-6a118bdbd8e0> (Accessed: 30 May 2026).

³ Learning Everest Team, *The Role of Leadership in Organizational Change and Development*, (Jan. 10, 2025), <https://www.learningeverest.com/role-of-leadership-in-organizational-change-and-development/>.