Complexity Leadership; transition from industrial age to the knowledge era

Leadership in the era of knowledge-based

Looking deeper into the knowledge economy, We can unfortunately many of the basic assumptions that management training is given with the name and carried out has come. Most theories about our business, technology and organization at least 50 years back. The assumptions of life has ended. We have the knowledge-based economy, but our system of government and management in the industrial age stopped. The time has come for a new comprehensive model is presented.

This particular leadership on the issue finds. Despite the fact that the leading nuclear operating organizations face to face with the challenges the world is passing in the knowledge age, we see that little discussion of leadership models for the knowledge age there. Sbvrn, Hunt and Jach (2002) as they led the sudden change in perspective is essential to the views beyond the accepted traditional views, reach. World of traditional bureaucracy there, only one of which there are many tissues.

Science of complexity in the knowledge age leadership

We develop a framework for leadership in the context of unstable and too much change to the knowledge age, we begin to review this defect. Complexity of interactive science units in the form of complex adaptive systems will find growth and excellence, and the presence of any single individual, and no index. All growth and excellence in the whole system together and try. With the concept of employing complex adaptive systems, not only to assume leadership positions and powers, but must also be dynamic and emerging interactive. Interactive dynamics of the emerging order and the complex interaction of motive and driving force for action and change will rise.

Complex adaptive systems

Analysis of complex adaptive systems unit in science is complex. Complex adaptive systems, neural networks form, and affiliated agents are interaction based needs, vision, goals and ... Common form of partnership dynamics are intertwined. Systems, structures with multiple hierarchies and overlap are changed and as individuals, as well as systems and dynamic interactive networks that link together. Hdland (1994) describes a similar overall structure that fits the flow of knowledge management in organizations and his collection of transient people, and it calls the units. These systems are able to solve problems and creative can learn and adapt quickly to find.

Complexity Leadership Theory

We propose that within the leadership and complexity theory led the call, looking to take advantage of the benefits of dynamic capabilities is complex adaptive systems. Complexity theory to identify and explore the leadership behaviors and strategies that focus on adaptability, creativity and organizational learning are developed. This occurs when too complex adaptive systems into proper context, hierarchical (as in bureaucracy) have strengths. Complexity leadership theory identifies three types and we led them: adaptive, enabling administrative and call. The purpose of adaptive leadership learning activities, creative and adaptive interactions that are derived from complex adaptive systems, because it tried to cope with the stress applied (such as constraints and concerns) are. Activities can be adaptive in the board room or in the workshop production line workers to happen, which is led by adaptive dynamics between informal interactive agents (complex adaptive systems) occurs and is an administrative action. Administrative functions for the leadership of individuals and groups in managerial roles is to obtain concrete results in the case of effective and efficient organization, planning and coordinating their activities. Administrative leadership (among other items) has Configurable activity, participates in the planning, preparation mission focuses the resources allocated to achieve goals gives crisis situations and conflicts and manages

corporate strategy.

Administrative Leadership, focuses on the regulation and control functions and by the hierarchical and bureaucratic organization is displayed. Enabling the acceleration of leadership positions that led the growth and development can be adaptive and tangled complexities (described) between bureaucratic practices (administrative leader) and the emergence of battle (adaptive leadership) to manage the organization.

Complexity leadership theory leadership

Complexity has led four default views: First, the dynamics of informal, on there. Mean field interactions and dependencies among people, ideas, hierarchical structures, organizations and ... Is. Second, the complexity of vision that leadership requires between leadership and the leader we distinguish. Complexity theory, leadership, leadership vision into dynamic interactive and emerging leadership adds to the discussions that are causing adaptation results which we call adaptive leadership. This theory, the leader knows someone who works the dynamics of ways and will affect the results below. Leadership theories on leader widely - ie the performance leader - is focused. Since leadership theories and processes, and dynamics of complex systems that include leadership is, is not reviewed. For this reason, the initial patterns due to having defects and came inertia is criticized. Third, the complexity perspective helps us to lead between leadership and management positions, or bureaucratic structures, we distinguish. Many studies about leadership, leadership roles for formal administrative review often enough to have and the leadership throughout the organization occurs, is not paid. To address this issue, we led the term to refer to administrative activities that use the official activities of the organization is structured and coordinated. (Meaning the bureaucratic activities) and the concept of adaptive leadership led to referral, we introduce the adaptive dynamics, informal and emerging across the organization occurs.

Finally, the complexity of leadership challenges in adaptive mode (such as knowledge-based era) happens to technical issues (more features industrial age). Adaptive challenges are issues which require innovation and new learning and new patterns of behavior are. These issues are different from technical problems with existing procedures and knowledge are solved. Adaptive function challenges rulings are not official or more

standards require review, and new discoveries are changing and adapting. Persian month Dey (2000) this development as the difference between leadership and management development as is. Including application development management solution proven to known issues, while developing leadership positions will be referred to the groups in which learning needs are not predictable ways (such as lack of integration of traditional organizational structures.)

Complexity theory of leadership in the knowledge age

Knowledge age with a new competitive landscape is classified by the (forces of) globalization, technology, deforestation law and attention is directed to democracy. Instead of leading organizations toward efficiency, control, looking fit for the production of learning, knowledge and compliance   are.
Complexity science suggests organizations to achieve such a tissue instead of trying to simplify and rationalize the structures, the complexity of their need to reach the level of environmental complexity. Ashby (1960) This law is called the essential diversity.
Sylyrz (2001) as that traditional approaches to the organization, have done the opposite. These approaches seek to simplify and rationality have been marred. Sylyrz believes that simplify integration and rationality in the structures will lead to structures that limit the boundaries of the separation of institutional response and coordination, and makes for easy communication.
Complex adaptive systems, because the ability to adapt quickly and creatively to environmental changes, are unique and attention. Complex systems capabilities to its adaptive response to environmental issues or domestic demand Diversifying strategies or their behavior, improve.

Conclusion

Complexity Leadership Theory, a framework for studying the dynamics of the emergence of leadership battle with bureaucracy is infrastructure. Complexity leadership theory introduces three types of leadership:

adaptive leadership, enabling and office, and states that these three types of organizational leadership position fits are different from each other. Analysis of unit leadership theory, complexity complex adaptive systems that exist throughout the organization and bureaucracy activities are intertwined and can not be separated from them. Complexity leadership theory suggests that when complex adaptive systems work properly, adaptive capacity to make their organization and bureaucracy, and a central coordinating structure creates. Leadership role enabling effective management structures and scrambled Stress between adaptive behavior and administrative flexibility so that the overall effectiveness of the organization increases. Focusing on the dynamics of the emergence of leadership battle, the complexity of leadership theory implicitly suggests that the interaction exists only in the leadership and roles while interacting with (ie empowerment) The dynamics of individual leaders there.

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