



## The Role of Transformational Leadership in The Implementation of Organizational Strategic Management

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### ABSTRACT

Leaders and Leadership are very strategic factors in an organization. The Leadership process in an organization occurs because of the element of a leader, the organization must be seen as a system with open leadership characteristics and leadership is a strategic factor in an organization. Transformative leadership impacts strategic management outcomes by influencing strategy content and subsequently organizational outcomes. Leaders are critical in integrating tensions within organizations because their characteristics and actions shape strategic direction. Merging tensions requires new management principles, practices, and structures, known as management innovation. These innovations introduce new management approaches to achieve organizational goals and sustain transformative strategies.

By guiding organizations through structured flexibility and facilitating the merging of tensions, transformative leaders play a critical role in driving strategic management outcomes toward success. Communication is essential to implementing strategic management, serving as a crucial channel for aligning organizational goals, facilitating change, and ensuring effective strategy execution. The author's research provides a comprehensive view of how transformational leadership influences the implementation of strategic management in various contexts. Strategic management is critical to aligning organizational goals, effective communication ensures that all stakeholders, including employees, management, and external partners, understand the strategic vision and their role within it, this alignment is critical to fostering unified direction and commitment toward achieving strategic goals.

**Keywords:** *Implementation, Leadership, Management, Strategic.*

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## INTRODUCTION

Transformational leadership is a leadership approach that is very relevant in the context of strategic management implementation, especially in an era of rapid change and increasingly fierce global competition (Aftab et al., 2022). In modern organizations, the success of strategic management is not only determined by good planning, but also by the

leadership's ability to move and motivate members of the organization to achieve a shared vision (Akbari et al., 2020). This is where the role of transformational leadership becomes crucial.

Transformational leadership is characterized by a leader's ability to inspire positive change through motivation, charismatic influence, individual attention to employee needs, and intellectual stimulation that fosters creativity and innovation (Ali et al., 2020). Transformational leaders focus on developing team members, empowering them to be more actively involved in the change process, and creating an environment that supports collaboration and commitment to the organization's strategic goals.

Transformational leadership is an essential component in the successful implementation of strategic management that facilitates organizational change and strategic alignment, this leadership style is distinguished by its ability to inspire and motivate employees, encourage innovation, and drive organizational transformation (Ángeles López-Cabarcos et al., 2022). One of the main characteristics of transformational leadership is the ability to inspire and motivate employees towards a shared vision. Leaders who demonstrate transformative qualities often articulate a compelling vision aligned with the organization's strategic goals, fostering a sense of purpose and commitment among employees (Begum et al., 2022) . This is especially important in strategic management, where alignment of individual and organizational goals is necessary for successful strategy execution, another critical capability is the emphasis on encouraging innovation and creativity within the organization.

Transformational leadership fosters a culture of innovation by promoting open communication, supporting risk-taking, and valuing diverse perspectives, this approach not only enhances problem-solving capabilities but also ensures that the organization remains adaptable and responsive to changes in the external environment (Boukis et al., 2020). Strategic management implementation also involves a strong focus on employee development and empowerment by investing in employee development and providing growth opportunities(Chatterjee et al., 2022), transformational leaders build a competent and motivated workforce that can execute strategic initiatives effectively.

Empowerment is achieved through mentoring, coaching and providing the resources and support necessary for employees to excel in their roles, in addition, transformational leaders are adept at managing change and overcoming resistance (Collie, 2021), leaders have the skills to navigate the complexities of organizational change, address issues and foster a culture of trust and collaboration, this ability to manage change is critical in strategic management, where implementing new strategies often requires significant organizational shifts in addition, transformational leadership is characterized by ethical behavior and integrity

Leaders who demonstrate ethical behavior and transparency build trust and credibility, which are critical to gaining employee support and commitment during strategic initiatives. This moral foundation ensures that strategic decisions are made in the organization's and its stakeholders' best interes (Çop et al., 2021)t. In short, transformational leadership in strategic management is characterized by the ability to

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inspire and motivate, drive innovation, empower employees, manage change effectively, and uphold ethical standards.

These characteristics enable leaders to align organizational resources and capabilities with strategic objectives, ensuring successful strategy implementation. Integration of these attributes not only enhances organizational performance but also positions the organization for long-term success in a dynamic and competitive environment (Gardner et al., 2021). By synthesizing insights from multiple research contexts, it is evident that transformational leadership plays a critical role in bridging the gap between strategic planning and execution, ultimately driving organizational growth and sustainability.

In the implementation of strategic management, the role of transformational leadership is very important because it helps create a clear long-term vision and unites all elements of the organization to achieve these goals (Grošelj et al., 2021). Transformational leaders not only manage change, but also encourage innovation, foster an adaptive organizational culture, and navigate challenges with an inclusive and collaborative approach. Overall, transformational leadership provides a strong foundation for successful strategic management implementation, where organizations must adapt and innovate continuously to remain competitive in a dynamic market, .

Implementing strategic management is a critical stage in the organizational management process that aims to realize the vision and mission through planned strategic steps (Harris, 2020). Strategic management includes processes involving internal and external environmental analysis, strategy formulation, implementation, and evaluation and control (He et al., 2021). However, strategy implementation is often the biggest challenge for many organizations because it is at this stage that strategic plans are transformed into actual actions involving all organizational resources and capabilities.

The success of strategic management implementation depends not only on the quality of the strategy formulated, but also on the organization's ability to coordinate and direct all elements to work effectively, this includes changes in organizational structure, resource allocation, development of a supportive corporate culture, and management of individual and team performance (Iqbal et al., 2020). Even the most brilliant strategy will fail to deliver the desired results without effective implementation. Therefore, strategic management implementation requires a comprehensive and dynamic approach

Organizations must be able to navigate the challenges that arise during the implementation process, such as resistance to change, lack of effective communication, and the need to adapt to changing situations (Kaya & Karatepe, 2020). Strong leadership, cross-functional coordination, and involvement of all parties in the organization are crucial to ensuring that strategies can be implemented successfully and lead the organization toward its expected goals, overall, strategic management implementation is a bridge that connects strategic planning with the achievement of real results (Khan et al., 2022). This process ensures that the organization's vision and goals are not only clearly articulated, but also realized through concrete actions that generate value for all stakeholders.

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## **RESEARCH METHODOLOGY**

This study uses a qualitative approach to understand the role of transformational leadership in the implementation of strategic management in companies (Tang et al., 2020). The qualitative approach was chosen because it allows researchers to explore in depth the experiences, perceptions, and social interactions in the context of leadership and strategy implementation, thus, this study aims to provide a richer and more contextual understanding of how transformational leadership influences the process of strategy implementation in organizations.

This study uses a case study design with the aim of exploring the role of transformational leadership in the implementation of strategic management in one or more companies (Steffens et al., 2021) . Case studies are considered appropriate because they allow for in-depth research into a particular phenomenon in a real-world context, where various leadership factors and organizational dynamics can be observed more comprehensively. The subjects of the study consisted of company leaders, middle managers, and employees who were directly involved in the strategy implementation process (Saha et al., 2020). The selection of subjects was done purposively, namely based on certain criteria such as leadership roles, level of involvement in strategy implementation, and their experience in dealing with organizational change.

Through a qualitative approach, this study is expected to provide an in-depth picture of how transformational leadership facilitates the implementation of strategic management in companies (Rudolph et al., 2020). By exploring the experiences and interactions between leaders and team members, this study will contribute to a more comprehensive understanding of the role of leadership in ensuring the success of strategies within organizations.

## **RESULT AND DISCUSSION**

Transformational leadership is a dynamic and influential leadership style characterized by several attributes that collectively drive significant change and development in organizations and individuals. This leadership style is primarily defined by its focus on inspiring and motivating followers to transcend their own self-interest for the sake of the organization or a larger purpose (Ronquillo et al., 2021). One of the key characteristics of transformational leadership is the ability to inspire and motivate followers through a compelling vision. Leaders who adopt this style are adept at articulating a clear and compelling vision of the future, which serves to energize and engage their followers.

The guidelines for transformational leadership are stating a clear and compelling vision, transformational leaders must reinforce the existing vision or build commitment to a new vision and then explain how the vision can be achieved, transformational leaders are not enough to just convey an attractive vision, but must be able to convince their subordinates that the vision is possible and make a clear connection with a credible strategy to achieve it.

Giving to achieve the vision means delegating authority and giving flexibility to subordinates to take action in order to achieve the organization's vision, from the planning stage to decision making and solutions to a problem, a subordinate will be able to develop himself and determine certain strategies to achieve the vision that has been set, although the strategy does not have to be the same as the strategy that might be implemented by a leader.

Key characteristics of transformational leadership include charisma, intelligence, inspiration, intellectual stimulation, and consideration for the individual. Charisma helps eliminate resistance to change, while intellectual stimulation fosters innovation and responsibility among followers (Ren et al., 2021). Transformational leaders motivate through interpersonal skills, judgment, self-confidence, respect, and a sense of duty, emphasizing the importance of the work and collective goals. They foster involvement and compliance with organizational tasks, maintaining high standards among their follower.

Transformational leadership significantly impacts strategic management outcomes by fostering an environment conducive to innovation, adaptability, and improved organizational performance. This leadership style emphasizes vision, inspiration, and change, which are essential components of strategic management,(T.Ramadani,A.Ahmad,2024). First, transformational leadership is associated with improved strategic decision-making processes. Leaders who adopt this style are known to foster creativity and innovation among their teams, which are essential for developing and implementing effective strategies. For example, Tjemkes and Mihalache highlight that transformative leaders facilitate a culture of continuous learning and adaptation, which is critical for strategic management in a dynamic environment.

This adaptability enables organizations to respond quickly to market changes and maintain a competitive advantage. In addition, transformational leadership increases employee engagement and motivation, which are critical to successful strategy execution. Hayes notes that such leaders inspire and motivate their followers by aligning organizational goals with personal values and aspirations, leading to higher levels of commitment and performance.

This alignment ensures that employees are not only aware of strategic goals but also personally invested in achieving them, thereby improving overall strategic outcomes. In addition, transformational leadership contributes to building a cohesive organizational culture that supports strategic initiatives. Kamwiyo and Ganu emphasize that transformational leaders play a critical role in shaping organizational culture by promoting values such as trust, collaboration, and open communication.

A strong and positive culture enhances strategic alignment across levels of the organization, ensuring that all members are working towards a common goal, and transformational leadership is associated with increased organizational resilience and sustainability. Pongpearchan discusses how transformational leaders equip organizations to withstand external pressures and uncertainty by fostering a proactive and forward-thinking mindset.

This resilience is critical to long-term strategic success, as it enables organizations to navigate challenges and capitalize on emerging opportunities, however, the impact of transformational leadership on strategic management is not without its challenges (Peng et al., 2021). Sarong points out that while transformational leadership can drive significant positive change, it can also lead to resistance if not carefully managed, especially in organizations with entrenched cultures or rigid structures, and leaders must therefore balance transformational initiatives with sensitivity to organizational dynamics to ensure successful strategy implementation.

In terms of limitations, Halim and Rofiki caution that while the effectiveness of transformational leadership may vary depending on the organizational context and specific challenges faced, transformational leadership has a positive impact on strategic management outcomes by driving innovation, increasing employee engagement, and building a supportive organizational culture. While it offers many benefits, leaders must be aware of potential resistance and contextual limitations to maximize its effectiveness. By integrating these insights, organizations can leverage transformational leadership to achieve strategic success and sustain competitive advantage in an evolving business landscape.

The results of the discussion in the context of transformational leadership in implementing strategic management, transformational leaders use idealized influence by giving real examples in implementing company values, leaders show a high commitment to change, which motivates employees to be actively involved in supporting the strategy. One of the main challenges in implementing a strategy is ensuring that the entire organization is committed to change, transformational leaders in this company utilize inspirational motivation to raise employee enthusiasm, especially when facing challenges and uncertainties during the transformation process.

In regular meetings with the team, leaders often emphasize the importance of the company's long-term vision and strategic goals, leaders also appreciate the team's performance, especially those who have successfully demonstrated initiative and innovation in supporting change, this approach not only increases employee commitment but also builds confidence that strategic change will bring success to all parties, in the organization one of the key aspects of strategy implementation is innovation in the production process and product diversification, transformational leaders play an important role in creating an environment that encourages innovation and creative thinking, through intellectual stimulation, leaders motivate employees to think differently, propose new ideas, and not be afraid to take calculated risks.

Company leaders actively encourage teams to continuously improve work processes, adopt new technologies, and find new ways to add value to the products produced, for example in the implementation phase, leaders give the research and development team the freedom to experiment with new product designs that have the potential to strengthen the company's position in the international market (PANCASILA et al., 2020). This approach helps organizations become more adaptive and innovative in responding to market dynamics.

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Another component of the transformational leadership role that is very relevant in the implementation of strategic management is individualized consideration. Leaders in this company actively pay attention to the personal and professional development needs of employees. Leaders understand that in order to achieve successful strategy implementation, employees must be supported in developing relevant skills and competencies. Transformational leaders play a role in facilitating open dialogue about employee needs and providing mentoring and coaching to ensure they are ready to face the demands of the new strategy.

Although transformational leadership provides many benefits in the implementation of strategic management, this company also faces several challenges that need to be overcome by leaders such as in many companies, resistance to change is a major obstacle. Transformational leaders play an important role in overcoming this resistance by communicating the urgency of change and providing in-depth explanations of the long-term positive impacts that will be felt by the organization and individuals.

Inter-Departmental Coordination, Strategy implementation often involves various departments with different interests. Transformational leaders help facilitate inter-departmental cooperation by encouraging open communication and cross-functional collaboration (PAAIS & PATTIRUHU, 2020). Leaders act as liaisons who strengthen integration between the units involved, so that the implementation of the strategy in this company is relatively successful thanks to the active role of transformational leadership. Leaders successfully mobilize employees to support change by creating a collaborative, innovative environment based on a shared commitment to the company's vision.

Transformational leadership plays a key role in the implementation of strategic management in companies. This leadership style not only affects the performance of the organization directly but also on important aspects such as employee commitment, innovation, adaptability, and organizational culture that supports the implementation of strategies more effectively, important findings related to how transformational leadership style contributes to the success of strategy implementation in an organization.

Improved organizational performance, leaders who are able to inspire long-term vision, motivate employees to work harder, and encourage them to innovate, resulting in better performance, strategy implementation guided by transformational leaders shows an increase in operational efficiency, productivity, and business results, employee commitment to the organization, leaders with a transformational style feel more appreciated, involved, and have a role in achieving the organization's strategic goals with this leadership style also has a positive impact on job satisfaction, where employees feel more motivated and believe that their role is important in the success of strategy implementation.

The role of transformational leadership is crucial in driving innovation and adaptability through the implementation of proactive strategic management. Transformational leaders not only inspire long-term vision, but also encourage teams to continuously innovate, face change with flexibility, and actively engage in strategic decision-making processes. With this approach, organizations can be more responsive to market dynamics and continue to

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develop innovative solutions that are relevant and competitive. Through an approach that focuses on developing potential and flexibility, transformational leaders help organizations face the challenges of change more quickly and effectively, ensuring continuity and growth in a dynamic environment.

Transformational leadership plays an important role in shaping and strengthening an organizational culture that supports strategy implementation by motivating employees, promoting innovation values, and encouraging collaboration that is aligned with long-term strategic goals, (Ospina et al., 2020). A culture driven by values such as collaboration, trust, and innovation tends to achieve strategic goals more easily, so that the best ideas and solutions can emerge from various perspectives, strong collaboration ensures a smooth flow of information, accelerates decision-making, and helps execute strategies more effectively by building a culture based on trust, employees feel safe to share ideas, try new approaches, and innovate without fear of failure.

A culture of trust increases engagement and commitment to organizational goals, so that strategies are easier to implement by adding a culture that values innovation allows organizations to adapt to environmental changes and continue to develop relevant products, services, or processes, then also with Innovation ensures that the organization remains competitive and able to adjust strategies based on market dynamics. This leadership leads to the formation of a collective vision, where all elements in the organization move in the same direction with high synergy and commitment to realize strategic goals effectively, (Fernanda & Frinaldi, 2023). Transformational leaders are often involved in managerial capacity development, which is crucial to ensuring successful strategy implementation through increased competency, sound decision-making, and team empowerment, requiring a structured approach focused on continuous development.

Decision Making using Data driven, namely utilizing data and analytics to support more objective decisions, reduce subjectivity, and increase accuracy, Participatory, involving the team in the decision-making process to ensure multiple perspectives are considered, improve decision quality, and strengthen ownership of the results, (Rumengan & Dewi, 2024). Clarity and transparency, making the decision-making process clear, with defined responsibilities, so that the team understands how and why decisions are made, encouraging accountability.

Competence, Continuous Training, namely providing relevant and up-to-date training in accordance with industry developments and organizational needs, so that the team has the right skills, encouraging mentoring and coaching programs to assist individual and managerial development, so that technical and leadership competencies are strengthened which then uses a measurable and fair performance evaluation system to assess and develop competencies, allowing the team to continue to improve themselves, (S. Sahir, N. Simarmata, 2023).

Team Empowerment, giving trust to team members with proper task delegation, so that they can take initiative and feel more responsible, then giving appreciation for team achievements consistently, both formally and informally, to motivate and increase self-confidence, give space for teams to work independently and innovatively, give freedom to

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explore creative solutions, which ultimately accelerates the achievement of organizational goals,(Iswahyudi, PCC, et al., 2023). By improving these three aspects continuously, the organization will become more agile, innovative, and better able to face challenges in the long term.

The definition of Strategic Management is the process of planning, organizing, directing, and controlling organizational resources to achieve long-term goals that have been set. This process involves analyzing the internal and external environment of the organization, establishing a vision and mission, and formulating and implementing effective strategies to ensure the sustainability and competitive advantage of the organization,(Nababan et al., 2023).The main components of strategic management are Environmental analysis, analyzing the strengths and weaknesses of the organization, including resources, capabilities, and internal processes, and identifying opportunities and threats from external factors such as markets, competition, regulation, technology, and social trends, establishing a vision and mission as an ideal picture of the organization's position in the future and a statement of the organization's basic goals that explain the reason for its existence and what it wants to achieve as well as determining the direction and strategic decisions that will be taken to achieve the goals of this organization including corporate, business, and functional strategies, ensuring that the strategy is implemented effectively through good coordination and communication and monitoring strategy performance, measuring results, and making adjustments if necessary to ensure the strategy remains relevant and effective.

Once the strategy is formulated, the next important step is implementation, which is how the strategy is implemented in the organization. Implementation of strategic management requires the involvement of all levels of the organization and must be managed well so that the formulated strategy can successfully achieve the desired goals. Implementation of strategic management is a complex process and requires careful planning, proper resource allocation, effective communication, and ongoing monitoring by paying attention to these steps and anticipating challenges that may arise, organizations can increase the chances of success in achieving their strategic goals, .

Transformational leadership plays an important role in developing the managerial capacity needed for strategy implementation, by focusing on competency development, effective decision-making, and team empowerment, transformational leadership ensures that each individual and team has the skills needed to execute the strategy successfully, (Z. Li et al., 2020). This leader facilitates continuous learning, creates an environment that encourages professional growth, and ensures that the strategic management process runs efficiently, transformational leadership plays an important role in facilitating the successful implementation of strategy within the organization, transformational leaders not only provide direction, but also inspire, motivate, and empower members of the organization to be actively involved in the strategic change process. Leaders with a transformational style tend to have a strong vision and are able to convey that vision in a way that motivates employees to work collectively to achieve the organization's long-term goals.

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Other results of this analysis indicate that transformational leaders play a role in creating a positive work environment by providing the support, feedback, and recognition needed to maintain employee engagement and commitment to strategy implementation. They also act as change agents who are able to effectively manage organizational dynamics through delegation of responsibility and strong team collaboration. This article also reveals that transformational leadership is able to overcome various obstacles that arise in the strategy implementation process, such as lack of coordination between divisions and role ambiguity, by facilitating open communication and an inclusive approach. Overall, the results of this analysis confirm that transformational leadership is a key factor in the success of strategic management implementation, because it is able to direct, empower, and motivate all elements of the organization to achieve the desired vision and strategic outcomes.

To explore in depth the phenomenon of transformational leadership in the implementation of strategic management, researchers need to focus on various aspects that include experiences, perceptions, and social interactions within the organization. Employees' experiences in facing changes led by transformational leaders can provide important insights into how this leadership style affects their adaptation process and involvement in the implemented strategy. Research that explores employees' personal experiences of transformational leadership styles can reveal how leaders facilitate change, encourage innovation, and motivate team members to work towards common goals. These experiences can also highlight the challenges faced by employees during the strategy implementation phase, both in terms of managing change and accepting the organization's long-term vision.

In addition, individual perceptions of transformational leadership in the context of strategic management are also important dimensions that must be studied. This perception reflects how employees assess the effectiveness of leadership in leading change, providing direction, and supporting them emotionally and professionally during the implementation process. Research that focuses on employee perceptions of this leadership style can explore how leaders are seen as change agents who are able to create an environment conducive to growth and learning. Positive perceptions of transformational leadership are often associated with increased work motivation, employee loyalty, and a stronger commitment to achieving the organization's strategic goals.

In the context of social interaction, this study needs to explore how the relationship between transformational leaders and employees develops during strategy implementation. This social interaction does not only involve daily communication, but also includes how leaders build trust, empower team members, and manage group dynamics within the organization, (H.-J. Li et al., 2020). Transformational leaders often use a collaborative approach, which encourages employees to be more open to change and more active in contributing to the strategy being implemented. Studies that explore this social interaction can reveal how interpersonal engagement between leaders and employees affects the effectiveness of strategy implementation, as well as how synergy between various organizational elements is created through inclusive and participatory leadership.

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This in-depth study can also examine the context of organizational culture that influences transformational leadership and strategy implementation. An organizational culture that supports innovation, openness to change, and cross-functional collaboration are usually determining factors for the success of strategy implementation led by transformational leaders. (Laksono et al., 2024) By examining the interaction between leadership and organizational culture, researchers can understand how the values and norms adopted by the organization help shape the success or failure of the strategic process being carried out. This study will provide more comprehensive insights into how transformational leadership can navigate organizational complexity and facilitate success in implementing strategy management.

In this study, the resolution of the phenomenon of transformational leadership in the implementation of strategic management of the organization is produced through several key findings that can be a guide to understanding and improving the process.

First, the results of the study indicate that transformational leaders play an important role in creating a clear and inspiring vision, which is the foundation for all members of the organization to understand the long-term direction of the organization. By instilling a strong vision, transformational leaders are able to motivate employees to work enthusiastically in implementing the strategies that have been formulated.

Second, this study reveals that transformational leaders effectively manage resistance to change, which often arises in the implementation of new strategies. Through a leadership approach that empowers and supports individual development, transformational leaders successfully overcome the concerns and uncertainties that employees may feel. The emotional and professional support provided by these leaders allows employees to be more open to change and committed to the strategic goals of the organization.

Third, this study also highlights the importance of open and inclusive two-way communication between leaders and team members. Transformational leaders actively encourage employee involvement in strategic decision-making and adopt a collaborative approach that ensures that all voices are heard and valued. This increases employee ownership of the strategy being implemented, making them feel more responsible and involved in the success of the strategy implementation.

Fourth, the social interaction between transformational leaders and their teams is a key factor in maintaining cohesion and synergy among organizational members during the implementation process. This study found that leaders who facilitate cross-functional collaboration and foster an inclusive work culture can reduce communication barriers between divisions and improve coordination effectiveness, which is essential in strategic management implementation.

As a final result, this study provides a clear resolution regarding how transformational leaders not only lead with vision and inspiration, but also with an approach that empowers, supports, and manages change effectively (Lee et al., 2021). By applying the principles of transformational leadership, organizations can be more successful in implementing strategic management, ensuring that all elements work harmoniously towards achieving greater goals.

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## CONCLUSION

Transformational leadership plays a crucial role in the implementation of strategic management of an organization because it is able to create fundamental positive changes at various levels of the organization. Transformational leaders not only influence individual behavior, but also shape the organizational culture that supports the achievement of strategic vision. Through an inspiring approach, transformational leaders direct all elements of the organization to move in the same direction, ensuring that the vision, mission, and strategic goals can be realized collectively.

In strategic management, transformational leadership encourages innovation and adaptability by empowering teams to dare to take risks and innovate. These leaders create an environment that supports collaboration, builds trust, and appreciates new initiatives and ideas, as a result, the organization becomes more responsive to changes in the market and external environment. The ability of transformational leaders to present creative and innovative solutions strengthens the organization's competitiveness in the long term.

The resolution of the phenomenon of transformational leadership in the implementation of strategic management confirms that transformational leadership is a crucial element in the successful implementation of organizational strategies. Transformational leaders act as agents of change who are able to inspire, empower, and motivate employees to adapt to change and work towards long-term strategic goals. Through their clear vision, transformational leaders shape direction and provide motivation for all members of the organization to be actively involved in the strategy implementation process.

Overall, the role of transformational leadership in the implementation of strategic management is key to creating an adaptive, innovative, and results-oriented organization, by utilizing an inspirational, transformational, and participatory leadership approach, organizations can ensure that the strategies formulated are not only relevant, but also successfully implemented effectively, leading the organization towards long-term success.

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