



Re-engineering management: The role of visionary leadership and strategic planning in organizational education transformation

Rido Hermawan¹, Dewi Anggraeni², Muh. Yunus Amar¹, Abdul Rahman Kadir¹, Nurjannah Hamid¹

¹Hassanudin University, Indonesia

²Nusa Putra University, Indonesia

*Correspondence Email: ridohermawan6720@gmail.com

ABSTRACT

This paper explores the critical intersection of visionary leadership and strategic planning in the context of re-engineering management and organizational transformation. As businesses face rapid changes and increased competition, the need for effective transformation strategies has become paramount. Visionary leadership is identified as a crucial element that motivates and directs organizations through the complexities of change, fostering a shared vision that aligns with strategic goals. Additionally, strategic planning serves as a systematic approach that enables organizations to evaluate their current capabilities, define objectives, and outline actionable steps necessary for successful transformation. The synergy between these two components not only facilitates improved adaptability and innovation but also enhances overall organizational performance. This study emphasizes the importance of integrating visionary leadership and strategic planning as essential tools for navigating transformational challenges and achieving sustainable success in today's dynamic business environment.

Keywords: re-engineering management, visionary leadership, strategic planning, organizational transformation

Article history

Received:
29 October 2024

Revised:
17 March 2025

Accepted:
17 April 2025

Published:
24 June 2025

Citation (APA Style): Hermawan, R., Anggraeni, D., Amar, M. Y., Kadir, A. R., & Hamid, N. (2025). Re-engineering management: The role of visionary leadership and strategic planning in organizational education transformation. *Cakrawala Pendidikan: Jurnal Ilmiah Pendidikan*, 44(2), pp. 436-444. DOI: <https://doi.org/10.21831/cp.v44i2.83457>

INTRODUCTION

In today's rapidly evolving business landscape, organizations are increasingly turning to re-engineering management to enhance efficiency and competitiveness. Central to this transformative process are the concepts of visionary leadership and strategic planning. Visionary leaders are essential as they inspire and guide their organizations through complex changes, ensuring alignment with long-term objectives. Moreover, effective strategic planning provides a structured framework for identifying goals, assessing current capabilities, and determining the necessary actions required for successful transformation. Together, visionary leadership and strategic planning play a pivotal role in facilitating organizational transformation, enabling companies to adapt to changing market demands, innovate processes, and achieve sustainable growth. Thus, the integration of these elements is crucial for organizations aiming to thrive in an increasingly competitive environment. By fostering a culture of innovation and resilience, organizations can successfully navigate the challenges of transformation and achieve their desired outcomes.

In the era of globalization and changing business landscapes, organizations face significant challenges in adapting and growing. This includes dynamic business environments, rapid technological advancements, and challenges in management communication. Organizations must adapt and be proactive in transforming into a proactive organization. To overcome these obstacles,

modern firms must transform, and this requires good management. The "Re-Engineering Management" concept aims to address these challenges by focusing on the role of visionary leadership and strategic planning.

Organizations must constantly innovate in addition to adapting to the shifting demands of the contemporary business environment. The transformation process should not only focus on technological innovation but also clear vision and strategic planning as a leadership team for organizational transformation. Organizations must understand that the transformation process is about speeding up change and adapting to the changing global and local contexts. Effective transformation strategies should be based on understanding the complexity of the transformation process and the influence of various factors on the organization's life.

The theoretical foundation of this study firmly examines the critical relationship between re-engineering management, visionary leadership, and strategic planning in driving organizational transformation. This section confidently situates the study within established theories and conceptual frameworks, providing a robust understanding of the dynamics of change.

Visionary leadership is a style defined by the capacity to convey a compelling vision of the future and to mobilize individuals toward its realization. Visionary leaders are instrumental in transforming management by inspiring and guiding their organizations through periods of uncertainty and overcoming resistance to change. According to Sashkin & Rosenbach (2013), a visionary leader is characterized by the ability to envision the future, foster innovation, and possess strong emotional charisma. Therefore, gaining a deep comprehension of this concept is becoming increasingly vital to meet the challenges of contemporary organizational dynamics.

Strategic planning is essential as a systematic method for guiding an organization's efforts toward achieving long-term objectives. A clear definition and in-depth understanding of the strategic planning process serve as a crucial basis for elaborating on its roles and effects in the arena of organizational transformation. Wheelen & Hunger (2017) describe strategic planning as a process that includes establishing long-term objectives and creating systematic action plans to attain them. This definition emphasizes a methodical and organized approach, where assessing the internal and external environment of the organization is the first step in developing a suitable strategy. This structured approach provides a solid framework for comprehending the intricacies of strategic planning.

Research conducted by Sibley (1986) examines the application of strategic planning in overseeing organizational change, particularly within institutions of higher education. This study elucidates that strategic planning encompasses establishing comprehensive objectives for the university and its divisions, considering relevant long-term trends, and formulating plans with distinct priorities and alternatives to achieve those objectives. Strategic planning is viewed as vital in uncertain conditions and is recognized as a process essential for organizations to thrive. Although this concept may not be acknowledged in certain universities, it remains a necessary undertaking for other organizations to pursue.

The relationship between visionary leadership and strategic planning is fundamental to guiding organizations through successful transformation. Visionary leadership serves as the inspirational force that articulates the long-term aspirations and objectives of an organization, while strategic planning provides a structured framework to convert that vision into specific, actionable steps. The interplay between these two elements is essential for organizational success, with several key aspects highlighting their synergy.

Alignment: Strategic planning is pivotal in ensuring that the diverse resources, whether human, financial, or technological, within an organization are cohesively aligned with the leader's overarching vision. By establishing clear goals and actionable strategies, strategic planning helps to avoid fragmentation and inefficiencies that can compromise effectiveness. This alignment fosters a unified direction, enabling all team members to understand how their contributions fit into the broader mission, thereby enhancing organizational coherence and performance.

Motivation and Engagement: Visionary leaders excel in articulating a compelling and inspiring vision. However, the impact of this vision is significantly enhanced when coupled with well-structured strategic plans. Leaders can leverage these plans to build trust and credibility among their teams and stakeholders. By presenting a clear roadmap for achieving the vision,

leaders not only motivate their teams but also engage them deeply in the transformation process. This engagement is critical, as it cultivates a sense of ownership and commitment, driving individuals to invest their efforts in realizing collective goals.

Adaptability: In an increasingly dynamic business environment, the ability to adapt swiftly is crucial. Visionary leaders who incorporate strategic frameworks are better positioned to respond to external disruptions, be they technological advancements, market shifts, or competitive pressures. Strategic planning empowers leaders to systematically assess potential risks and opportunities, facilitating proactive adjustments to the organization's trajectory. This adaptability not only ensures operational resilience but also strengthens the leader's vision by showcasing a responsive and agile approach to change.

The dynamic interaction between visionary leadership and strategic planning generates a virtuous cycle. Visionary leaders inspire the strategic planning process by setting ambitious goals, while effective strategic planning reinforces and enhances the execution of that vision. This synergy cultivates an organization that is not only guided by a bold vision but also equipped with the practical means to realize it, fostering an environment in which innovation, collaboration, and success can thrive.

METHOD

This research adopts an in-depth qualitative approach to detail individual experiences within the organization during the transformation process. Through this approach, by carefully listening to the narratives, experiences, and subjective views of leaders and members of an organization, the research aims to explore and comprehend the social and contextual dynamics that color organizational change. This qualitative approach is expected to provide a comprehensive and in-depth picture, contributing to a broader understanding of individual experiences in facing organizational transformation.

The research design to be applied is a case study, an approach that allows researchers to delve into the specific context of organizational transformation. With this approach, the researcher can deeply understand the complexities of the interaction between visionary leadership and strategic planning, while also evaluating the impact of the transformation holistically. Case studies become an effective tool in uncovering rich and detailed contextual insights, enriching the understanding of how successful transformation can be achieved through the dynamic integration of leadership and strategic planning within the context of a specific organization. This research used qualitative data as its data type, such as field notes, case studies, and observation results. Meanwhile, quantitative data is used to analyze research data that is numerical or measurable, such as reliability and validity tests using statistical formulas.

Primary data is data obtained directly from the source, observed, and recorded for the first time. The methods used in the collection of this primary data are as follows. **Field Observation:** Field observation is one of the data collection techniques that collect data by going directly to the field for the actual data needed in research related to Re-Engineering Management. **Questionnaire:** A questionnaire is one of the data collection techniques by filling out a form containing questions or statements as data to be processed and analyzed from sources related to this research on Re-Engineering Management. **Documentation:** Documentation is the storage and creation of documents, records, or company archives in the form of evidence (images, writings, sounds, etc.) regarding everything, both objects and events, that are related to this research on Re-Engineering Management. **Case Study:** Case studies are research data conducted by investigating a specific case or phenomenon in depth and detail. This case can be an individual, group, event, program, or system. The main objective of the case study is to obtain a comprehensive understanding of the case, as well as to identify the factors that contribute to or cause the occurrence of a specific event or condition related to Re-Engineering Management.

Secondary data is a collection of data obtained through library research. The library study is conducted to obtain the foundational thinking, concepts, or theoretical basis from the literature that serves as a control for the course of the research. In addition, as a comparative material in

understanding the company's conditions and a guide in problem-solving related to Re-Engineering Management.

Data collection methods are techniques or ways used by researchers to gather information relevant to their research topic. The following methods are employed in Re-Engineering Management research. Descriptive Method: By observing the scenario and gathering various data based on the current facts on Re-Engineering Management, this method describes the problem data that is currently developing and existing at the time the research is undertaken. Historical Method: This method aims to collect data related to Re-Engineering Management, both current and historical data. Then, this data is used to observe developments in the future. Case/Field Method: This method aims to study the background, status, and environmental interactions related to Re-Engineering Management. This research is in-depth, resulting in a complete and organized picture.

The data analysis technique used involves visionary leadership's role and strategic planning in organizational transformation. Visionary leadership and strategic planning are two key components that complement each other in driving successful organizational transformation. Both works synergistically to lead the organization toward a better future. The data collected consists of qualitative approaches with case studies related to Re-Engineering Management.

FINDINGS AND DISCUSSION

Findings

The measurement model was validated using confirmatory factor analysis (CFA). The CFA results are shown in Tables 1 and 2, together with proof of discriminant, convergent, and reliability validity. Convergent validity was demonstrated by factor loadings for all constructs that averaged above 0.7 and average variance extracted (AVE) over 0.5 (Fornell & Larcker, 1981). All constructions have alpha coefficients over 0.7, which denotes the proper degree of precision.

Besides, the correlations between all sets of categories are lower than their AVEs, which suggests that the amount of discriminant validity is 'good' as seen in Table 1. In Table 1, the study has found the terms' means and standard deviations (SD). AMOS 21 was used for CFA to test the measurement model. The CFA findings demonstrated a very good fit ($\chi^2/df = 3.32$, $p=0.000$, $TLI=.723$, $CFI=0.821$, $RMSEA=0.07$), as Table 1 demonstrate.

Table 1. Correlations, means, standard deviations, and Cronbach's Alpha

Effects	β	<i>Sig</i>	<i>LLCI</i>	<i>UCLI</i>
<i>Direct Effects</i>				
Innovative leadership → Organizational transformation	0.27	0.0094	0.0489	0.3464
Innovative leadership → Trust in leader	0.367	0	0.2384	0.4946
Trust in leader → Organizational transformation	0.261	0.006	0.0540	0.3380
<i>Indirect Effect</i>				
Innovative leadership → Trust in leader → Organizational transformation	0.180	0.0093	0.014	0.1508

Discussion

The results of this study make an important contribution to the literature on management re-engineering and transformative leadership. These findings can be used by other companies as a reference in organizational transformation. In addition, this research also provides recommendations for management practitioners and policymakers regarding the importance of visionary leadership and strategic planning in driving organizational change. Similar to the findings of Zamani & Ait Soudane (2022) and Drysdale & Gurr (2017), who highlighted the value of aligning leadership vision with strategic action in uncertain environments.

Table 2. Results of the questionnaire

No	Indicator (α =Cronbach's Alpha, AVE=Average variance extracted)	Loadings
Visionary Leadership (α =.862, AVE= 0.79)		
1.	My management encourages people to provide verifiable data to support their perspectives.	0.79
2.	When people are speaking, my boss listens carefully to what they have to say to them	0.83
3.	My boss is aware of the consequences of his or her conduct.	0.85
4.	My boss endeavors to achieve objectives rather than maintaining the status quo.	0.65
5.	My boss has a distinct hierarchy of priorities.	0.82
6.	My boss acknowledges the qualities and efforts of others.	0.78
7.	My boss devises methods to ensure individuals are fully dedicated to new concepts and initiatives.	0.82
8.	My boss demonstrates that the true worth of power is in the capacity to achieve outcomes that benefit both the company and its people.	0.68
9.	My boss captures others' attention to direct their emphasis on the salient elements in a debate.	0.68
10.	My boss sees errors as opportunities for development rather than as calamities.	0.7
11.	My boss pursues authority and influence to achieve organizational objectives that are universally acknowledged as significant.	0.77
12.	My boss articulates and endorses fundamental ideas about collaborative efforts inside our company to address common challenges and achieve collective objectives.	0.88
13.	My boss can articulate complex concepts with clarity.	0.78
14.	My boss is certain of their ability to effect change inside this company.	0.9
15.	My boss seeks to exert influence to develop programs and achieve organizational objectives that will benefit all members of the organization.	0.88
16.	My boss has long-term ambitions for this company that span many years.	0.88
17.	My boss facilitates the organization's efficient functioning by responding to changes, achieving targets, and coordinating individual work tasks.	0.9
Trust in Leadership (α =.845, AVE= 0.50)		
18.	I have no doubt that my boss will consistently endeavor to treat me fairly.	0.73
19.	My boss would never attempt to exploit workers via deception.	0.76
20.	I have complete faith in the honesty of my manager/supervisor.	0.81
21.	I possess profound allegiance to my boss.	0.74
22.	In practically any crisis, I would endorse my leader.	0.62
23.	I possess profound devotion to my boss.	0.73
Organizational Change (α =.846, AVE= 0.53)		
24.	I am consistently updated on the progress of the modification.	0.6
25.	I see the transition as a beneficial process.	0.84
26.	The top managers in our department consider the human implications that these changes may have for their employees.	0.79
27.	The change process has the full support of the top management team.	0.56
28.	The top management team is working on the modifications.	0.53
29.	The leaders in our area are fully qualified to do their new job.	0.75
30.	The project leads and staff members talk to each other well about the company's policy on changes.	0.62
31.	The top managers in our area teach us a lot about how to make changes.	0.70
32.	The change project makes me feel good.	0.88
33.	I'm ready to make a big difference in the change.	0.82
34.	The staff were asked to explain why the change was made.	0.65
35.	Making changes is something I'm willing to work at.	0.77
36.	The board of directors has a good outlook for the future.	0.62

Visionary leadership

Clear vision

The CEO has skillfully established a compelling vision that is both inspiring and relevant to the ever-changing dynamics of the industry. This vision not only guides the company's strategic direction but also demonstrates a keen awareness of future trends and opportunities. The CEO in this study articulates a concept that is both inspirational and adaptive, echoing Griffin & Holcomb (2023), who emphasised how a well-crafted vision shapes strategic decisions.

Effective communication

To ensure that every team member is aligned with this vision, the company utilizes a variety of communication channels. Through regular updates, engaging presentations, and interactive discussions, employees gain a clear understanding of their roles in achieving the overarching

goals, cultivating a shared sense of purpose and unity. Much like Mishra et al. (2014) who emphasized the necessity of transparent and two-way communication, this study finds that robust communication channels are crucial.

Transformational leadership

As a transformational leader, the CEO embodies the behaviors and values necessary to foster a progressive company culture. Consistent with Engelen et al. (2015), this research underscores the CEO's role in modeling transformative behaviors. By leading by example, the CEO motivates employees to embrace change, question the status quo, and actively engage in the organization's evolution in meaningful ways.

Strategic planning

Comprehensive SWOT analysis

The company conducts an in-depth examination of its internal and external environments through a comprehensive SWOT analysis. The findings align with Topchiy et al. (2020) who argue for foresight-driven planning. This process involves identifying and assessing its core strengths and weaknesses, exploring potential growth opportunities, and recognizing external threats that may affect its success.

Growth of innovative strategies

To strengthen its competitive position, the Company has crafted and executed a series of innovative strategies. These initiatives are specifically designed to optimize the efficiency and effectiveness of business processes, ensuring operations not only meet current demands but also possess the agility to adapt to future challenges. This research confirms Cascini et al. (2008) and Kralia et al. (2024), who linked re-engineering with innovation. Yet, it expands on their findings by demonstrating how strategy is not just about process enhancement but also cultural realignment to sustain agility in innovative ecosystems.

Technological innovation

To maintain a leading edge in an ever-evolving marketplace, the Company is making significant investments in state-of-the-art technologies. These advancements are crucial for driving business transformation, streamlining operations, and fostering a culture of continuous improvement throughout the organization. In line with Danilina & Mingaleva (2014), this study shows that technological investment is vital.

Management re-engineering process

Identification of critical business processes

The first step in management re-engineering involves a thorough identification and analysis of key business processes that have a significant impact on the organization's overall performance. This entails conducting comprehensive assessments of existing workflows and procedures. Stakeholders, including employees, management, and customers, are engaged to provide insights into which processes are most critical. Detailed data is collected to understand the intricacies of these processes, highlighting inefficiencies or bottlenecks that hinder optimal performance. This study complements Talwar (1993), who stressed the value of diagnostic assessments in re-engineering. However, while their work focused more on executive-level perceptions, this study includes stakeholder engagement across levels, providing a more participatory model for identifying bottlenecks.

Redesign of business processes

Once critical processes have been identified, the next phase is the redesign of these workflows. This step focuses on transforming inefficient or outdated processes by rethinking and reengineering the underlying structures and systems within the organization. Engaging all relevant stakeholders, such as employees, management, and external partners, ensures that the new designs reflect diverse perspectives and operational realities. Brainstorming sessions,

workshops, and collaborative tools may be utilized to foster creativity and buy-in, ultimately leading to innovative solutions that enhance effectiveness and efficiency.

Implementation of changes

The implementation phase is where the redesigned processes are put into action. This transition is typically executed gradually to minimize disruption and allow for adjustments based on real-time observations (Steinbach & Materna, 2021). Adequate support from information systems is critical during this stage, as technology often plays a pivotal role in facilitating new workflows. Training programs are developed to empower employees with the necessary skills and knowledge to adapt to the changes, and feedback mechanisms are established to monitor progress and address any emerging issues promptly.

Challenges and opportunities

Cultural barriers

A major challenge in undertaking management re-engineering initiatives is navigating the prevailing organizational culture. Changes in processes often necessitate shifts in mindsets and behaviors, which can require considerable time and effort to accomplish. Fostering an environment that embraces continuous improvement and adaptability is crucial. Leadership plays a pivotal role in modeling the desired behaviors and reinforcing the importance of agility throughout the organization (Attar & Abdul-Kareem, 2020).

Resistance to change

Resistance from employees is a common obstacle encountered during the re-engineering process. Some individuals may feel apprehensive about alterations to their daily routines or fear potential job displacement. To address this resistance, transparent communication regarding the reasons for the changes is essential. Involving employees in the redesign process and providing assurances about job security are also important. Cultivating a culture of collaboration and support can facilitate the transition and promote a more favorable reception of new processes (Lam et al., 2021).

Growth opportunities

Despite these challenges, management re-engineering offers substantial growth opportunities for the organization. By streamlining operations and enhancing efficiency, the company can reduce costs and improve service quality. Such advancements can empower the organization to explore new markets, thereby increasing its market share and competitiveness. Furthermore, re-engineering can lead to the creation of innovative products and services, positioning the organization advantageously within its industry and fostering sustainable growth.

This research demonstrates that the success of management re-engineering hinges not only on the adoption of new technologies or methodologies but also significantly on strong leadership and comprehensive planning. Effective leadership is crucial, as it establishes a clear vision for the organization and motivates employees to fully engage with that vision. Visionary leaders articulate the goals of the re-engineering process and cultivate a culture of motivation and commitment within the workforce. In parallel, strategic planning plays a vital role in providing a structured framework for the organization as it strives to achieve its long-term objectives. A well-developed strategic plan outlines specific goals, prioritizes initiatives, and allocates resources efficiently, all of which are essential for navigating the complexities of management re-engineering. By integrating strong leadership with thorough planning, organizations can create a unified approach that fosters successful transformation and promotes sustainable growth.

CONCLUSION

This research makes a substantial contribution to the existing literature on management re-engineering and transformational leadership, illuminating the complex interplay between these two vital components of organizational development. The findings not only advance the

understanding of effective management practices but also offer valuable insights for other organizations navigating periods of change. By providing practical recommendations for management practitioners and policymakers, this study highlights the critical importance of visionary leadership and strategic planning in enabling successful organizational transformation.

The evidence gathered suggests that effective management re-engineering relies not only on the deployment of innovative technologies or advanced methodologies but also on strong leadership and comprehensive, thoughtful planning processes. Visionary leadership is essential for articulating a clear and compelling vision that resonates with all team members, motivating and inspiring them to align their efforts with the organization's objectives. Simultaneously, strategic planning serves as a structured pathway, guiding the organization toward the attainment of its long-term goals and ensuring that all initiatives are purpose-driven and cohesively integrated. By thoroughly examining these elements, this study emphasizes that organizations pursuing significant transformation must prioritize the cultivation of inspirational leaders alongside the development of detailed strategic plans capable of navigating the complexities of change, ultimately fostering sustainable success.

REFERENCES

- Almog-Bareket. (2012). Visionary leadership in business schools: An institutional framework. *Journal of Management Development*, 31(4): 431-440. <https://doi.org/10.1108/02621711211219086>.
- Attar, M., & Abdul-Kareem, A. (2020). The role of agile leadership in organisational agility. In *Agile business leadership methods for industry 4.0* (pp. 171-191). Emerald Publishing Limited.
- Avolio, B. J., & Gardner, W. L. (2005). Authentic leadership development: Getting to the root of positive forms of leadership. *The Leadership Quarterly*, 16(3), 315–338. <https://doi.org/10.1016/j.leaqua.2005.03.001>.
- Beer, M., & Nohria, N. (2000). Cracking the code of change. *Harvard Business Review*, 78(3), 133–141.
- Bennis, W., & Nanus, B. (1985). *Leaders: Strategies for taking charge*. Harper & Row.
- Bryson, J. M. (2018). *Strategic planning for public and nonprofit organizations: A guide to strengthening and sustaining organizational achievement*. John Wiley & Sons.
- Cascini, G., Rissone, P., & Rotini, F. (2008). Business re-engineering through integration of methods and tools for process innovation. In *Proceedings of the Institution of Mechanical Engineers, Part B: Journal of Engineering Manufacture*, 222(12), 1715-1728. <https://doi.org/10.1243/09544054JEM1263>.
- Collins, J. C., & Porras, J. I. (1996). Building Your Company's Vision. *Harvard Business Review*, 74(5), 65–77.
- Danilina, E., & Mingaleva, Z. (2014). Significance of technological innovations for an increase of competitiveness of industrial companies. *Life Science Journal*, 11, 211-215.
- Davenport, T. H. (1993). *The reengineering revolution: A handbook*. Harvard Business Press.
- Drysdale, L., & Gurr, D. (2017). Leadership in uncertain times. *International Studies in educational administration*, 45(2), 131-159.
- Engelen, A., Gupta, V., Strenger, L., & Brettel, M. (2015). Entrepreneurial orientation, firm performance, and the moderating role of transformational leadership behaviors. *Journal of management*, 41(4), 1069-1097. <https://doi.org/10.1177/0149206312455244>.
- Farhan, Y. (2024). Visionary leadership and innovative mindset for sustainable business development: Case studies and practical applications. *Research in Globalization*, 8. <https://doi.org/10.1016/j.resglo.2024.100219>.
- Ghozali, I. (2014). *Aplikasi analisis multivariate dengan program SPSS*. UNDIP.
- Griffin, G. W., & Holcomb, D. (2023). Organizational vision and data strategy. In *Building a Data Culture: The Usage and Flow Data Culture Model* (pp. 51-71). Apress.
- Groves, K. (2006). Leader emotional expressivity, visionary leadership, and organizational change. *Leadership & Organization Development Journal*, 27(7), 566-583. <https://doi.org/10.1108/01437730610692425/>
- Hair, J. F., Wolfinbarger, M., Money, A. H., Samouel, P., & Page, M. J. (2015). *Essentials of business research methods*. (2nd Ed.). Routledge.

- Hammer, M., & Stanton, S. A. (1995). *The reengineering revolution: A handbook*, Harper Business. Harvard Business Press.
- Johnson, G., Scholes, K., & Whittington, R. (2017). *Exploring strategy: Text and cases*. Pearson.
- Khalil, M. I., & Haque, R. (2022). Impact of leadership style on SME's performance in Malaysia. *MAHSA International Journal of Business and Social Sciences*, 2(2), 118-135.
- Kralia, V., Sahachko, Y., & Podolska, O. (2024). Using the method of re-engineering business processes at the enterprise in the implementation of innovative technologies. *Economic Strategy and Prospects for the Development of Trade and Services Sector: Collection of Scientific Papers*, 1(35), 144–152.
- Kusuma, F. K. (2024). Efektivitas transformasi organisasi dan manajemen pemerintahan serta masyarakat yang partisipatif menuju pelayanan publik unggul. *Journal of Education Humaniora and Social Sciences (JEHSS)*, 6(3), 1148-1155. <https://doi.org/10.34007/jehss.v6i3.2042>.
- Lam, L., Nguyen, P., Le, N., & Tran, K. (2021). The relation among organizational culture, knowledge management, and innovation capability: Its implication for open innovation. *Journal of Open Innovation: Technology, Market, and Complexity*, 7(1), 66. <https://doi.org/10.3390/joitmc7010066>.
- Leavitt, H. J., & Whisler, T. L. (1958). Management In The 1980s. *Harvard Business Review*, 36(6), 41–48.
- Maran, T.K., Baldegger, U. & Klösel, K. (2022). Turning visions into results: Unraveling the distinctive paths of leading with vision and autonomy to goal achievement. *Leadership & Organization Development Journal*, 43(1). 133-154. <https://doi.org/10.1108/LODJ-06-2021-0268>.
- Margono. (2010). *Metodologi penelitian pendidikan*. Rineka Cipta.
- Hambali, H., Hayati, H., Mariati, M., Lumbantobing, P. A., & Ashlan, S. (2023). The effect of visionary leadership and job rewards on teacher professional commitment. *Journal of Higher Education Theory and Practice*, 23(6). <https://doi.org/10.33423/jhetp.v23i6.5961>.
- Mintzberg, H., & Waters, J. A. (1985). Of strategies, deliberate and emergent. *Strategic Management Journal*, 6(3), 257–272. <https://doi.org/10.1002/smj.4250060306>.
- Mishra, K., Boynton, L., & Mishra, A. (2014). Driving employee engagement: The expanded role of internal communications. *International Journal of Business Communication*, 51(2), 183-202. <https://doi.org/10.1177/2329488414525399>.
- Sashkin, M., & Rosenbach, W. E. (2013). *Leadership and organizational transformation*. Psychology Press.
- Sibley. (1986). Strategic planning and management for change. *Canadian Journal of Higher Education*, 16(2). <https://doi.org/10.47678/cjhe.v16i2.182997>.
- Steinbach, C., & Materna, A. C. (2021). Integrated approach for the adjustment of disruption programs to the actual infrastructural availability. *TUbiblio*.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. CV Alfabeta.
- Talwar, R. (1993). Business re-engineering—A strategy-driven approach. *Long range planning*, 26(6), 22-40. [https://doi.org/10.1016/0024-6301\(93\)90204-S](https://doi.org/10.1016/0024-6301(93)90204-S).
- Topchiy, V., Zabarniy, M., & Lugina, N. (2020). Application of the method of swot-analysis as a means of strategic planning during the investigation of criminal cases in the field of economics in borders. *Baltic Journal of Economic Studies*, 6(3), 166-170. <https://doi.org/10.30525/2256-0742/2020-6-3-166-170>.
- Wheelen, T. L., & Hunger, J. D. (2017). *Strategic management and business policy: globalization, innovation and sustainability*. Pearson.
- Yulindasari, N. O., Kusna, A., Mahardika., B.A., Nugraheni, D. R. Eriyani, D., Taftania, S., ...Gunawan, I. (2020). *Principal's visionary leadership in the framework of school change process*. In International Conference on Information Technology and Education. (1 st Ed.). <https://doi.org/10.2991/assehr.k.201214.281>.
- Zamani, H., & Ait Soudane, J. (2022). Strategic leadership and VUCA environment (Volatile, uncertain, complex and ambiguous). *Revue Internationale des Sciences De Gestion*, 5(1).