

Technology & Next-Gen Powerhouses

Dr SC Jain, HoD, ECE Dept, Amity School of Engineering & Technology, Amity University

Haryana, Gurgaon, scjain555@gmail.com

Abstract The current scenario, trends, environment and behavior & mindset of young generations are examined in this paper. The ideas not good for success previously may succeed now. 65-75% of assignments may not exist in the next 15-20 years. There will be new variety of assignments with varied profiles. A thought, cerebral, dynamic and energetic leader today is required to make faster decisions, while facing challenges of technological shifts and emerging 'Volatility, Uncertainty, Complexity, Ambiguity (VUCA)' world. SMAC-social media, Mobility, Big Data, Analytics & cloud is well poised to alter the style of working and job being done, services and facilities are being provided to the customers thus raising the client expectations each time. Young generations are at ease with 'SMAC' and feel a delight in working & operating in 'VUCA' environment/ world and also having lots of fun & enthusiasm and thus enjoying the technological wave. To achieve success, an organization needs a combination of experienced person and young generations with proper mix.

Keywords —Leadership, Management, Next-Gen, Sustainability, SMAC, VUCA

I. INTRODUCTION

In the evolving landscape of business, the next-generation powerhouses have become important. Success is undergoing a transformative shift, and at the forefront of this evolution are dynamic entities that transcend all boundaries, aptly termed "Next-Gen Powerhouses." This indicates success woven with ideation, innovation, resilience, and a profound understanding of the interconnected world-wide scenario.

The term "Next-Gen Powerhouses" encapsulates a new breed of entities, including corporations, startups, or visionary leaders, that are setting and surpassing all the limit success. In an era characterized by rapid technological and innovative advancements, changing customer & consumer thoughts & behaviors, and an emphasis on saving environment & sustainability, these powerhouses stand as guards, navigating different boundaries with a blend of commitment, dedication, foresight, flexibility and adaptability. One of the key factor/ indicator of a successful leader/manager is the ability to take right and timely decisions [1].

The concept of Next-Gen Powerhouses extends beyond notions of success and achievements. It is a holistic & complete approach that incorporates creativity, technology, innovation and sustainability. The importance is given to an ongoing journey of evolution, experimentation, and continuous improvement and forward thinking.

Ideation, innovation and creativity, in the context of Next-Gen Powerhouses, is not limited or confined to scientific and technological breakthroughs. It includes and encompasses a culture of creativity and a willingness to challenge the status quo – "Aisa Hota Aa Raha Hai"

attitude. Whether in product design, product development, service delivery, manufacturing or organizational structure, these entities embrace creativity and innovation as a core value, pushing them ahead in a competitive world.

Adaption, acceptance and resilience stand as another iconic pillar supporting the achievement & success of Next-Gen Powerhouses. In a world marked by unprecedented uncertainties and challenges & opportunities – from global pandemics to economic & environmental uncertainties – the ability to emerge stronger defines these entities. They prosper by imposing challenges as opportunities for progression, growth and transformation and also survive in adverse conditions. In a upcoming society, cooperation & strategic collaboration in higher education is important [2].

The progress of Next-Gen Powerhouses is intricately tied to a nuanced understanding of the global environment. In an interconnected universe where borders blur and markets transcend geographical confines, these entities possess a keen awareness of the complexities and opportunities presented by a globalized world. This global view is not limited to market expansion but extends to responsible and sustainable practices, acknowledging the impact of business strategies and decisions on a broader horizon.

Sustainability of environmental and ethical dimensions is important to Next-Gen Powerhouses. They recognize the imperative to operate with a long-term vision, taking full responsibility for their actions. Sustainability is not a checkbox but an integral part of their style of working, woven into the fabric of their operations and decision-making processes. Leadership styles and sustainable performance are inter-related [3].

The narrative of Next-Gen Powerhouses extends to visionary leaders who embody the spirit of creativity, innovation, resilience, and global responsibility. Management & leadership in this paradigm transcends conventional models, encompassing diversity, empathy, and a commitment to have a positive outcome on both the organization and the society it serves.

II. EMERGING LEADERSHIP STYLE

Leading from the back today is more to sustainable success than leading from the front. It will make successful & happier organizations.

The attitude that 'I know everything', comes with a lot of professional arrogance and superiority complex. This not true anymore and one needs to have a humble, curious and learning attitude and mind set. This is the requirement of modern days.

Companies need to align to the employees' requirements to extract the best out of them. Today's generation needs freedom, they can do wonders and produce amazing results if given the freedom to do so under overarching control and supervision. With work-from-home and hybrid becoming new normal, job/ work has become even more decentralized. Leaders need to have young mind set and need to be flexible so that we are able to deal with any emerging situation/ crisis. Leading from the front or back will more depend on the situation and can not be force fit.

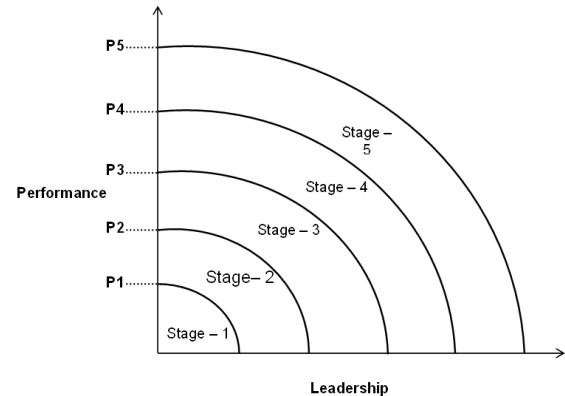
The leader is giving guidance and direction to his employee and people from behind. Now, this style has been appreciated and the reason it is gaining popularity is because the world has become more volatile and complex and people want to work for a purpose and organizational goal and not merely take orders from a manager/ leader. "Leading from behind" style is taking time to become more prevalent because leaders a times worry that they will lose control if they lead from behind and step back. Leaders want to be in the lime light.

No one style is panacea for all and it is dictated & decided based on the people, processes, technology and so many other factors in this BANI (brittle, anxious, non-linear, incomprehensible) & VUCA environment. Striking A Balance: Several styles of leadership is needed and that is being perceived differently by different people. Leadership is a combination of what one might call leading from the front and back.

The young generations have to go through the phases/ stages of team building, namely – Forming, Storming, Norming, Performing and Adjourning [4]. To achieve success in the work, the leader needs to keep Murphy's seven Cs in focus - Completeness, Conciseness, Consideration, Concreteness, Clarity, Courtesy and Correctness [5].

The guide of young generations must keep in focus the saying of Maimonides "Give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime". To retain a young workforce, one may have to conduct "Stay Interview" periodically and meet their aspiration. Young generations need to adapt to the topmost style of leadership to achieve excellent results [6].

III. LEADERSHIP & TECHNOLOGY



Stage 1: Tech Savy & Competent Leader

An individual requires skill, attitude and an excellent work ethos and this combination will lead to productivity. At this stage he learns technology

Stage 2: Team Player [7]

He introduces new technology among the team members. The worker keeps the organizational vision in focus and for him the organizational goals are supreme. He is a livewire in any team and contributes significantly & substantially to the outcome of the team.

Stage 3: Able & Dexterous Leader

Uses the right mix of technology and organizational needs and requirements. By optimally, economically and judiciously utilizing the resources, the leader achieves the great results. Ultimately, he leads people to great success and move forward in the pursuit of excellence.

Stage 4: Result oriented & Executive Leader

He is a technologically superior leader and employs technology to attend the organizational goals effectively. His prime focus is the results & outcomes. He is a great strategist and visionary who has an eye for detail. Above all, he is a true professional and surging ahead in pursuit of building organizations meaningful.

Stage 5: Popular & Effective Leader [8]

He identifies himself with the masses and fully understands their pulse and problems. He can push the organization to the peak of success by his efficient and effective management & leadership. He takes data-driven, prompt, judicious and timely decisions with the help of analytical tools. A dedicated, conscientious & committed

leader with clear vision to achieve excellent results.

The 9-to-5 culture vanishing

The "9 to 5" work timings indicate the standard working hours of 9:00 AM to 5:00 PM, Monday through Friday. These days there is a shift away from the 9-to-5 timings and the main reasons are as under:

Connectivity and Technology: Upsurge in science technology, pervasive use of mobile, IoT devices and internet have greatly facilitated to work ATAW- (any time anywhere). Due to this, the person can choose his own time and place to work remotely and thus impacting 9-5 work schedule.

Need to coordinate across the globe: Now, businesses have no boundaries and there is need to coordinate globally in different time zones on the net. This requires flexi-timings to facilitate coordination, collaboration and communication across the globe.

Outcome based approach: Business houses are more focusing on results & outcome rather than the number of hours devoted to get the results and office/ factory timings. Full freedom is given to the employees to follow their own designed schedule and get the desired results.

Welfare of Employees: Next-Generation powerhouses also focus on work balance and work life integration. Hence the organizations are also giving importance to employees well-being and addressing their genuine aspirations and need and yet keeping the business requirement as supreme. Hence the flexi-work schedule are encouraged and permitted by the organization where feasible to give more job satisfaction to the employees.

Demographics: Next-Generation powerhouses are entering the workforce regularly and have clear understanding of work-life balance. To attract these young generations, organizations are adapting more flexible work options for them.

Entrepreneurship: The upsurge of entrepreneurship and the gig economy has driven to an increase in flexi timing for freelancers, contractors, and individuals. Moonlighting is also permitted by some the organizations officially and thus allowing individuals to have more control over their schedules.

Productivity Push: Research has suggested that the traditional 9-to-5 workday may not be the most productive for everyone. Some people are more productive at different times of the day, and flexible schedules allow employees to work during their most productive hours.

Pandemic Effect: The COVID-19 has forced all of us to work from home and produce results and given big push to the culture of coordinating and working remotely at per

flexible schedule. Some organization are still continuing with the culture of WFH and getting excellent results.

In summary, the diverse need of the employees and organization are being addressed by shifting away from the 9-to-5.

IV. CONCLUSION

If there is one thing that affects all in equal measure – whether one belongs to the west, east, south or north, or one is a student or a teacher, female or male, rich or poor – it is the our surrounding & environmental issues. Climate changes can bring floods, landslides, pollution and other problems. We cannot afford to ignore these issues nor can escape it. One cannot assume that things will take care of themselves, nor can we give up hope. Each of us unitedly needs to take commitment & responsibility to get a better understanding of the issues and get our colleagues and community involved in tackling them. After all we owe to our future generations, and we need to do everything possible from our side to leave behind a world that is livable at least. We cannot afford to be expecting and hoping that the God and Government will everything for us.

The individual needs to take ownership, being proactive, energetic, and embracing continuous learning as per requirement. It applies to both personal and professional aspects, and brings meaning and purpose to life and society or organization being served.

Technology and scientific innovations have made people lonely and there is a requirement & need to bring warmth and brotherhood in organization and society.

Seniors at times struggle with the transition of technology into their environment and work/ job settings. It is seen that shifting from a highly structured environment of learning to the mostly unstructured world of learning and academia cause a feeling of delight and overwhelm and leads to more learning and fun.

For ultimate success the Gen 'Y'[9] need to manage their energy levels as the manage their time. Take adequate timeouts and re-charge their battery to work with more enthusiasm. In short, the journey is prime, one should not be too much concern about destination. Work hard and party harder - You have one life to live.

REFERENCES

- [1] Hendrata D, Arofah W, Martadisastra DS. The influence of strategic leadership, transformational leadership and visionary leadership on performance at the naval academy mediated by decision making. *Enrichment: Journal of Management*. 2023 Feb 28;12(6):5033-43.

- [2] Othman I, Yusoff M, Bakar A, Esa M. THE IMPORTANCE OF GLOBAL COLLABORATION IN EMPOWERING HIGHER EDUCATION AND CULTIVATING HOLISTIC GRADUATE LEADERSHIP. *International Journal of Education, Psychology and Counseling*. 2023;8:57-76.
- [3] Piwowar-Sulej K, Iqbal Q. Leadership styles and sustainable performance: A systematic literature review. *Journal of Cleaner Production*. 2023 Jan 1;382:134600.
- [4] Robbins SP, Judge TA, Sanghi S. *Organizational Behavior* Prentice Hall of India. New Delhi. 2002. PP : 312
- [5] Sengupta S. *Business and managerial communication*. PHI Learning Pvt. Ltd.; 2011 Sep 6. PP : 160
- [6] Pedler M, Burgoyne J, Boydell T. *A Manager's Guide to Self-development*. McGraw-Hill Education (UK); 2013 Aug 1. PP : 16 – 17
- [7] Holton JA. Building trust and collaboration in a virtual team. *Team performance management: an international journal*. 2001 Jun 1;7(3/4):36-47.
- [8] Harris A. Effective leadership in schools facing challenging contexts. *School Leadership & Management*. 2002 Feb 1;22(1):15-26.
- [9] Reynolds L, Bush EC, Geist R. The gen Y imperative. *Communication World*. 2008 Mar;25(3):19-22.

