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# Leaders as forerunners of organizational change

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## Abstract

The business environment is changing too quickly today, especially in light of the pandemic; we cannot apply the solutions that worked yesterday to today's reality. Research has shown that even though organizations expect leaders to have novel abilities, they still largely promote traditional models and mindsets. Organizations should develop their leaders' skills and measure leadership in a way that helps leaders successfully navigate ambiguity, take responsibility for handling rapid change, and engage with external and internal stakeholders. There is therefore a clear gap between what organizations should do to support 21st-century leaders and what is occurring.

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