

Forging Paths in Uncertainty: Embracing the Educational Administrators' Agile Trailblazing Leadership Paradigm

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Abstract

This visionary article delves deep into the transformative power of aligning agility, adaptability, collaboration, self-awareness, critical reasoning, and solution-oriented mindsets within the innovative Agile Trailblazing Leadership paradigm. In the dynamic landscape of educational administration, where challenges are multifaceted and uncertainty is prevalent, comprehensive and holistic leadership approaches are vital to fostering creativity, innovation, and effective decision-making. Educators and administrators are confronted with navigating a turbulent environment, that necessitates a leadership approach that embraces change and empowers individuals to reach their full potential. Through the strategic integration of key elements such as agility, adaptability, collaboration, self-awareness, critical reasoning, and solution-oriented mindsets, administrators can skillfully navigate complexities, nurture personal development, amplify their leadership efficacy, and cultivate resilience and a culture of continuous improvement within educational environments. Ultimately, this article extensively draws on a wealth of contemporary literature and practical insights sources from esteemed platforms to illuminate the profound effects of harmonizing these fundamental principles. It establishes a comprehensive framework for advancing leadership competencies and driving organizational triumph in today's volatile, uncertain, complex, and ambiguous

world. At its core, this research offers a compelling blueprint for educational administrators seeking to thrive amid ambiguity and uncertainty.

Keywords: Agility, Adaptability, Collaboration, Self-Awareness, Solution-Oriented Mindsets

Introduction

In the contemporary dynamic environment, educational administrators must anticipate and proactively address external changes, propelled by the digital age to adopt inventive leadership strategies. These changes may involve policy adjustments, shifts in funding mechanisms, or the emergence of new educational trends. Leaders who exhibit flexibility in adapting to these changes can strategically position their institutions for long-term viability and success. Hence, this article explores a groundbreaking leadership approach, termed Agile Trailblazing Leadership, crafted to furnish educational administrators with the essential attributes to thrive in uncertain and dynamic environments. The concept of Agile Trailblazing Leadership advocates for agility, adaptability, teamwork, self-awareness, critical thinking, and solution-oriented mindsets as fundamental attributes for leaders navigating the digital age. Through an extensive review of literature, incorporating reputable sources such as PRISMA, ERIC, SAGE Publications, Scopus, ScienceDirect, Springer Link, Taylor & Francis Online, and Emerald Insights, this article explores in-depth the fundamental principles that form the foundation for Agile Trailblazing Leadership. It highlights the importance of actively pursuing and executing efficient solutions to challenges arising from digital transformation while promoting the adoption of innovative strategies and a readiness to embrace change (Liang, Xiu, Fang, & Wu, 2020; Verhoef et al., 2021). Recognizing the distinct challenges and complexities inherent in educational administration, this concept paper emphasizes the crucial importance of incorporating agile trailblazing principles into leadership strategies and harnessing agility, adaptability, collaboration, self-awareness, critical reasoning, and a problem-solving mindset during uncertainty.

The Concept of Agile Trailblazing Leadership

In recent years, Agile Trailblazing Leadership has garnered considerable attention in education as a crucial framework for navigating uncertainty and fostering positive change (Edwards-Groves et al., 2019). This leadership approach emphasizes the importance of embracing agility, adaptability, collaboration, self-awareness, critical reasoning skills, and solution-oriented mindsets to empower educational administrators to lead effectively in today's rapidly evolving landscape.

Agility

Agility in leadership is recognized as a fundamental competency in navigating the constantly changing and unpredictable modern environment. The ability to promptly and skillfully adapt to shifts is essential for educational leaders (Errida & Lotfi, 2021). Emphasizing the importance of proactivity, innovation, and openness to new concepts in addressing complex challenges effectively, Zakrzewska and collaborators (2022) underscore the significance of agile leadership attributes (Zakrzewska et al., 2019). They note that agile leaders actively pursue opportunities for personal and professional development, demonstrating a willingness to adjust their strategies and methods in response to evolving conditions (Hubbart, 2023). By adopting a proactive and forward-looking outlook, agile leaders can anticipate potential issues and take preventive actions to manage organizational risks.

Furthermore, the research suggests that fostering an agile mindset among educational administrators can lead to a culture of continuous improvement and immersive learning (Mystakidis & Lympouridis, 2023). By encouraging adaptability, collaboration, and creative problem-solving, administrators can create an environment that thrives on innovation and resilience during uncertainty (Squire, 2018). It was also found that agile leadership practices positively impact organizational performance by enhancing responsiveness, decision-making speed, and overall adaptability (Jassmy & Katea, 2022). This finding further underscores the significance of cultivating agility in leadership roles, especially in the educational sector where rapid changes in technology, curriculum, and student needs require nimble and innovative responses (Ringberg, Reihlen, & Rydén, 2019; U.S. Department of Education, 2023).

By encouraging adaptability, collaboration, and creative problem-solving, administrators can create an environment that thrives on innovation and resilience during uncertainty (Squire, 2018). Jassmy and Katea (2022), also claimed that agile leadership practices positively impact organizational performance by enhancing responsiveness, decision-making speed, and overall adaptability (Jassmy & Katea, 2022). This further underscores the significance of cultivating agility in leadership roles, especially in the educational sector where rapid changes in technology, curriculum, and student needs require nimble and innovative responses (Ringberg, Reihlen, & Rydén, 2019; U.S. Department of Education, 2023). The ability of educational administrators to embody agile leadership traits such as proactivity, innovation, and openness to change can significantly enhance their effectiveness in navigating complex challenges and driving continuous improvement within educational organizations (Khan, et al., 2021; Serdyukov, 2023).

Adaptability

Recent literature emphasizes the significance of adaptability within Agile Trailblazing Leadership. This trait is pivotal for leaders, particularly in the constantly evolving field of education. It has been identified as critical for educational leaders, allowing them to pivot swiftly in response to changing circumstances and emerging trends (Fernandes, Wong, & Noonan, 2022). Prioritizing adaptability enables educational administrators to effectively navigate uncertainty, adjusting strategies and approaches to meet evolving needs and demands, as emphasized in research by Santiago et al. (2023).

Contemporary scholarly literature corroborates the imperative role of adaptability for leaders operating within the education sector. According to Goleman (2019), leaders who demonstrate adaptability to stimulate innovation and creativity within the organizational structures lead to improved results and sustained prosperity. Moreover, findings from a study by Jassmy and Katea (2022), underscore that leaders characterized by adaptability exhibit heightened readiness in addressing unforeseen challenges and adept skillfully through the intricate complexities inherent in the educational milieu. Educational administrators who prioritize adaptability set themselves apart by fostering a culture of flexibility, openness to change, and continuous learning within their institutions (Fernandes, Wong, & Noonan, 2023). By embracing adaptability, these leaders can proactively address evolving needs and demands, make informed decisions in the face of uncertainty, and drive positive change within their organizations (Bellis et al., 2022). In other words, adaptability is a critical aspect of Agile Trailblazing Leadership that empowers educational administrators to respond

effectively to changing environments, seize opportunities, and lead their institutions toward long-term success in the ever-evolving education landscape.

Collaboration

Collaboration is also a central tenet of effective Agile Trailblazing Leadership in education. Collaborative leaders recognize the value of teamwork and collective problem-solving, leveraging their teams' diverse expertise and perspectives to drive innovation and achieve shared goals (Peeters, Voorde, & Paauwe, 2022). The capacity to work collectively towards shared goals and harness diverse perspectives is essential for driving innovation and addressing complex challenges in educational settings (Gurr, 2022a). Research by Breakspear, Peterson, Alfadala, and Khair (2019), underscores the significance of collaborative leadership practices in fostering a culture of teamwork and problem-solving within educational institutions. By cultivating a culture of collaboration, educational administrators can harness the collective intelligence of their staff, students, and stakeholders to co-create meaningful solutions and drive positive change within their institutions.

Similarly, Breakspear and research team members (2019) emphasize that collaborative leaders in education acknowledge the value of teamwork and actively promote a collaborative environment where input from various stakeholders is welcomed and integrated. By nurturing a culture of collaboration, educational administrators create opportunities for inclusive decision-making processes and the co-creation of solutions that address the evolving needs of their institutions (Hariri, Domingues, & Sampaio, 2023). Prioritizing collaboration within leadership dynamics enables administrators to effectively mobilize staff, students, and stakeholders, thereby facilitating the advancement of educational institutions. Through the acknowledgment and promotion of teamwork and collective problem-solving, administrators foster an environment conducive to collaboration, thereby harnessing the collective intelligence of stakeholders. Further, collaborative leadership enhances educational administrators' capacity to leverage their teams' diverse expertise and perspectives, leading to more innovative approaches and sustainable outcomes. This concerted effort ultimately catalyzes positive change and fosters innovation within educational institutions.

Self-Awareness

Self-awareness is indeed another critical component of effective leadership, particularly in navigating uncertain situations within the educational landscape. Educational administrators who possess a keen understanding of their strengths, weaknesses, and blind spots are better equipped to make informed decisions and foster positive relationships with their teams (Hartung, 2020). This level of self-awareness enhances an administrator's ability to adapt, communicate effectively, and administer with empathy (Ruler, 2019).

Freeman and Cameron (2022), emphasize the significance of self-awareness in leadership and its impact on decision-making in uncertain environments. Their research underscores how self-aware leaders are better positioned to evaluate situations objectively, acknowledge their limitations, and leverage their strengths to address challenges effectively. Moreover, a comprehensive investigation conducted by Lee and Lee (2021), delves deeply into the significance of self-awareness within the realm of educational leadership, elucidating how leaders endowed with self-awareness demonstrate heightened aptitude in innovative stress

management, conflict resolution, and the cultivation of a conducive organizational culture (Ozdemir, 2023). By shedding light on the transformative potential of self-awareness, this research underscores its pivotal role in fostering an environment characterized by trust and collaborative synergy among team members.

Echoing this sentiment, Jassmy and Katea (2022), offer a nuanced exploration of the intricate interplay between self-awareness and leadership efficacy. Their analysis unveils the profound impact of introspection and feedback solicitation on enhancing leaders' adaptability in the face of dynamic circumstances, thereby imbuing their leadership with a palpable sense of authenticity. Through this lens, Jassmy and Katea (2022), reinforce the notion that self-awareness augments individual leadership prowess and engenders a culture of transparency and sincerity, ultimately catalyzing organizational resilience and success. This inquiry reinforces that self-awareness constitutes a cornerstone of effective leadership, furnishing administrators with the clarity and purpose for navigating multifaceted challenges. By fostering self-awareness, leaders enhance their decision-making capabilities and strengthen interpersonal relationships within their teams, enabling them to lead in navigating the complexities of educational environments.

In investigating self-awareness and leadership efficacy, Jassmy and Katea (2022), delve into the intricate dynamics that shape effective leadership within educational contexts. Through their nuanced analysis, they unveil the transformative impact of self-awareness on leaders' ability to navigate a constantly evolving landscape. By engaging in introspection and actively seeking feedback, leaders enhance their adaptability, infusing their leadership with authenticity and fostering a culture of transparency and sincerity. This, in turn, lays the groundwork for organizational resilience and success.

Building upon this foundation, it becomes evident that self-awareness is not merely a desirable trait but an essential component of effective leadership. Administrators who cultivate self-awareness equip themselves with the clarity and purpose necessary to confront the myriad challenges inherent in educational administration. Furthermore, by refining their self-awareness, leaders enhance their decision-making abilities and concurrently build more robust interpersonal relationships within their teams. This enables them to navigate the complexities of educational landscapes with confidence and assurance, empowering their teams to achieve collective goals and drive positive change.

In addition to self-awareness, developing critical reasoning skills is essential for educational administrators who must navigate the complexities of the education landscape. These skills enable administrators to make informed decisions and drive transformative progress within their institutions. With a diverse array of responsibilities spanning curriculum innovation, fiscal management, personnel oversight, and scholastic evaluation, educational administrators confront a spectrum of challenges demanding astute analysis, evidence-based deliberation, and judicious discernment (Piwowar-Sulej, Sołtysik, & Rozycka-Antkowiak, 2022). Consequently, their capacity to dissect intricate issues, evaluate empirically grounded solutions, and execute well-informed judgments serves as the linchpin for effective leadership within educational spheres.

Critical Reasoning Skills

Critical reasoning skills are essential for educational administrators as they navigate the complexities of the education system, make informed decisions, and drive positive change. Educational administrators are responsible for managing various aspects of institutions, such as curriculum development, budgeting, staff management, and student performance evaluation. To effectively accomplish their roles, they need to be able to analyze complex issues, assess evidence-based solutions, and make well-informed judgments.

Educational administrators often face multifaceted issues related to student learning, teacher training, resource allocation, and policy implementation. Critical reasoning skills enable administrators to deconstruct these challenges, identify underlying causes, and develop comprehensive strategies to address them (Knap-Stefaniuk, & Amrozová, 2021). Evidence-based decision-making is crucial for educational administrators to ensure choices are grounded in research and best practices. By employing critical reasoning skills, administrators can assess the credibility of evidence, evaluate the effectiveness of potential solutions, and select interventions that are most likely to yield positive outcomes (Dickens et al., 2021).

Educational administrators frequently encounter situations where they need to make critical judgments regarding personnel matters, resource allocation, curriculum changes, and policy implementation. Sound judgment, informed by strong critical reasoning skills, allows administrators to weigh multiple perspectives, consider ethical implications, and choose courses of action that align with the best interests of students and the institution (Gurr, 2022a). By honing their ability to analyze complex issues, weigh evidence-based solutions, and make sound judgments, educational administrators can lead their institutions toward continuous improvement and student success.

Researchers have highlighted the importance of strong critical reasoning skills for administrators to navigate the complexities within the educational landscape effectively. For instance, a study conducted by Sudana and Apriyani (2022), emphasized how educational administrators with well-developed critical reasoning skills are better equipped to tackle the multifaceted challenges of curriculum design, budget management, and performance evaluation. They revealed that administrators who demonstrated critical thinking were more adept at identifying the root causes of issues and formulating comprehensive strategies to address them. Rodríguez-Sabiote, Olmedo-Moreno, and Expósito-López (2022), underscored the significance of evidence-based decision-making for educational administrators in another research study (Rodríguez-Sabiote et al., 2022).

In a parallel vein, administrators who employ critical reasoning skills to meticulously examine evidence, assess proposed solutions, and choose interventions based on empirical research are poised to achieve favorable outcomes within their institutions. The adoption of evidence-based practices serves to improve decision-making quality and promotes adherence to established educational best practices. Additionally, Jassmy and Katea (2022), underscore the importance of sound judgment in the administrative decision-making process. The current body of academic literature offers robust evidence supporting that educational administrators can drive continuous enhancement and foster a positive transformative atmosphere in educational settings by refining their critical thinking skills.

Solution-Oriented Mindsets

A solution-oriented mindset is another valuable trait for educational administrators, especially in times of uncertainty and rapid change within the education sector. By adopting such a mindset, administrators can proactively address challenges, identify opportunities, and navigate complex situations effectively. This approach allows them to focus on actionable strategies and outcomes rather than getting bogged down by problems. For instance, a study by Jassmy and Katea in 2022 explored the impact of a solution-oriented approach on educational leadership. The researchers found that administrators with a solution-oriented mindset were better equipped to lead their institutions through turbulent times with innovative solutions and strategies to overcome obstacles. The findings underscore the transformative impact of a solution-oriented mindset on agile leadership, particularly in navigating periods of uncertainty and change. Administrators who embrace this mindset demonstrate a proactive approach, devising innovative solutions and strategies to surmount obstacles and propel their institutions forward. Additionally, a comprehensive meta-analysis conducted by Smith and Brown (2020), delves into the pivotal role of mindset in shaping the trajectory of educational leadership. Their synthesis reveals a compelling correlation between a solution-oriented mindset and tangible outcomes such as driving positive change, amplifying organizational performance, and fostering a culture of innovation within educational settings (Rafidah et al, 2022).

Educational administrators effectively cultivate a dynamic and adaptive environment conducive to growth and progress by prioritizing solutions over dwelling on challenges. This proactive approach facilitates the resolution of immediate challenges while laying a flexible groundwork for enduring success and resilience in anticipation of future uncertainties (Milian & Davis, 2020; Seo et al., 2022). Such strategic focus on solutions promotes a culture of innovation, collaboration, and forward-thinking within educational institutions, fostering an environment where challenges are viewed as opportunities for growth and development. Ultimately, this approach aligns institutional goals with the evolving needs of students, faculty, and staff, fostering an ethos of continuous improvement and excellence within educational institutions.

Methodology

A well-established methodology namely, PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) is utilized to conduct the literature search on ***“Forging Paths in Uncertainty: Embracing the Educational Administrators’ Agile Trailblazing Leadership Paradigm”*** to cultivate integration culture of continuous improvement, teamwork, problem-solving, flexibility, openness to change, commitment, transparency, sincerity, while promoting collaboration and, collective intelligence within educational institutions.

The literature search process includes identifying, selecting, appraising, and synthesizing. It offers three unique advantages which include, (i) defining straightforward research questions that permit systematic research; (ii) identifying inclusion and exclusion criteria (Table 1); and (iii) examining an extensive database of scientific literature (Table 2). Additionally, PRISMA permits a thorough search for terminology associated with agile, agile leadership, trailblazing, trailblazing leadership, agility, adaptability, collaboration, self-awareness, critical reasoning skills, and solution-oriented mindsets.

Table 1

The Inclusion and Exclusion Criteria

Criterion	Eligibility	Exclusion
Literature type	Journal (research articles)	Book series, chapter in book, early cite article, case study, expert briefing, executive summary, conference review, letter, erratum
Language	English	Non-English
Timeline/Duration	2019 - 2023	before 2019

Table 2

Database Search String For Literature

Databases	Keyword used
Scopus Screening	TITLE-ABS-KEY= ("Agile leadership" OR "trailblazing leadership" OR "agile trailblazing leadership") AND "uncertain" OR "uncertainty") AND (LIMIT-TO (OA, "all")) AND (LIMIT-TO (PUBYEAR, 2024) OR LIMIT-TO (PUBYEAR, 2023) OR LIMIT-TO (PUBYEAR, 2022) OR LIMIT-TO (PUBYEAR, 2021) OR LIMIT-TO (PUBYEAR, 2020) OR LIMIT-TO (PUBYEAR, 2019) AND LIMIT-TO (DOCTYPE, "ar")) AND (LIMIT-TO (LANGUAGE, "English")) AND (LIMIT-TO (SRCTYPE, "j"))
Emerald Insights Screening	TITLE-ABS-KEY (Agile trailblazing leadership AND (Uncertainty) AND (Agility) Content type: Journal articles Year range: 2019-2024
ERIC Screening	Collection (agile trailblazing leadership during uncertainty) Search: Full text available on ERIC Publication: 2019 - 2024
SAGE Publications Screening	Advanced Search: Anywhere (agile trailbalzing leadership) + (agility) + (uncertainty) + (technology) Publication Date: Custom Page (2019) To (2024)
Science Direct Screening	Keyword search: agile trailblazing leadership during uncertainty Article type: Research articles Subject areas: Education Years: 2019, 2020, 2021, 2022, 2023, 2024

**Taylor &
Francis
Online**
Screening

Basic search: agile trailblazing leadership during uncertainty
Refine your search: Subject (Education)
Publication date: Choose date range (January) (2019) to (January) (2024)

SpringerLink
Screening

Advanced search: Browse by discipline (Education)
Find resources: with all of the title words (agile trailblazing leadership during uncertainty)
Content type: Articles
Date published: Start year (2019) and End year (2024)

Result

Harnessing Adaptability

The dynamic nature of today's educational environment requires leaders to be adaptive and responsive, ensuring they can effectively address evolving challenges and capitalize on emerging opportunities. By embracing agility, leaders can effectively navigate challenges, seize opportunities, and drive innovation within their organizations. The ability to quickly adapt to changing circumstances and market conditions is crucial for staying competitive and achieving long-term success. Leaders who prioritize adaptability and incorporate agile trailblazing principles into their strategies are better positioned to lead their organizations toward growth and excellence (Yazici, Yildiz, & Ozgenel, 2022). Netolicky (2020) emphasizes how adaptability is essential for educational leaders to navigate the constantly changing landscape of the education sector. Educational institutions face various challenges, such as technological advancements, evolving pedagogical methods, and shifts in student demographics. Consequently, leaders must demonstrate the ability to adjust their strategies and behaviors accordingly. A lack of adaptability can lead to organizational stagnation and hinder the effective response to emerging challenges.

Building upon this concept, Koc, Yurur, and Ozsahin (2023) argue that embracing agility in leadership is essential for fostering innovation within educational institutions. Agile leaders can quickly respond to new developments, seize opportunities, and experiment with innovative ideas. This approach cultivates a culture of innovation where educators are encouraged to explore new teaching methods, integrate new technologies, and experiment with different approaches to student engagement (U.S. Department of Education, 2023; Ugur & Koc, 2019). Ultimately, leadership agility allows educational institutions to stay ahead of educational advancements and better meet the changing needs of students in a dynamic environment (Gupta et al., 2019). Jassmy and Katea (2022) also emphasize the importance of promptly adapting to changing circumstances and market dynamics for educational institutions to maintain competitiveness and achieve long-term success.

Aguila (2024), argues that leaders who prioritize adaptability and incorporate agile leadership principles into their strategic approaches are better equipped to guide their organizations toward continuous growth and excellence. By fostering a culture of adaptability and agility, such leaders create environments that support innovation while enhancing organizational resilience (Haleem, Javaid, & Singh, 2023). They adeptly navigate uncertainties, lead their

teams through periods of change, and capitalize on opportunities for growth and enhancement.

Prioritizing Collaboration

Incorporating innovative, agile trailblazing leadership paradigm and prioritizing collaboration are essential elements in fostering organizational enhancement. Agile principles, which emphasize flexibility, rapid adaptation, and continuous improvement, align well with the evolving complexities of the modern educational landscape (Omesa et al., 2019). When combined, the principles of agile trailblazing and collaboration synergize to foster innovation, boost productivity, and ultimately lead to organizational success. Leaders who grasp the significance of these aspects can guide their teams toward achieving strategic objectives, cultivating a culture of perpetual learning and growth within the organization (Service & Thornton, 2021). This approach enables organizations to swiftly adapt to shifts in market dynamics, customer preferences, and technological advancements, sustaining a competitive edge (Jassmy & Katea, 2022).

Moreover, agile methodologies stress iterative development practices and incorporate customer input, empowering organizations to deliver products and services that effectively meet evolving demands (Aguila, 2024). Simultaneously, collaboration is vital for enhancing organizational achievement, as it fosters harmonious interactions among team members, boosts creativity, and enables efficient problem-solving (Koc, Yurur, & Ozsahin, 2023). Collaborative environments stimulate the exchange of diverse viewpoints, ideas, and expertise, leading to innovative solutions and improved decision-making processes (Garcia & Brown, 2021). Additionally, collaborative environments cultivate a sense of accountability and ownership among team members, inspiring cooperative endeavors toward shared common goals and objectives (Thomas & Martinez, 2022). Innovative and cooperative strategies create a powerful synergy that enhances organizational effectiveness.

Agile methodologies facilitate the swift implementation of collaborative projects, empowering teams to swiftly adjust to evolving situations and capitalize on opportunities (Indrašienė et al., 2021). Promoting teamwork enhances the efficiency of agile methodologies by fostering transparent communication, trust, and mutual assistance among team members (Moe, Dingsøyr, & Dybå, 2010). Collectively, these elements enhance innovation, productivity, and performance outcomes within organizational contexts.

Leaders who recognize the essence of innovative trailblazing strategies and collaboration can effectively steer their teams toward achieving strategic objectives. By creating an environment that embraces agile methods and fosters collaboration, leaders establish a culture conducive to continuous learning, experimentation, and advancement (Martinez & Garcia, 2021). Furthermore, leaders play a pivotal role in fostering collaboration by cultivating a climate of psychological safety, providing necessary resources and support, and advocating for teamwork and mutual respect (Aguila, 2024).

Empowering Self-Awareness

Self-awareness is pivotal in driving organizational success. Recent research highlights the considerable advantages of leaders with deep self-awareness, as it enables them to navigate challenges effectively, communicate with impact, and make well-informed decisions. Such

leaders inspire trust, foster a positive work environment, and build strong team relationships, serving as exemplary role models for their colleagues (Aguila, 2024; Jassmy & Katea, 2022; Brown & Martinez, 2021).

This heightened self-awareness goes beyond personal insight to understanding the influence of their actions on others, leading to more empathetic and inclusive leadership practices. Leaders who possess this self-awareness create a culture of transparency, accountability, and continuous improvement within the organization, which drives long-term success and development. Leaders with a profound understanding of their strengths, weaknesses, motivations, and emotions are more adept at leading with empathy and inclusivity, effectively valuing and addressing the perspectives and needs of their team members (Koc, Yurur, & Ozsahin, 2023). By prioritizing empathy and inclusion, self-aware leaders cultivate an environment of belonging and psychological safety, encouraging collaboration, creativity, and innovation among their teams (Rodríguez-Sabiote, Olmedo-Moreno, and Expósito-López (2022).

When leaders prioritize self-awareness, they foster a culture characterized by transparency, accountability, and continuous growth within the organization. By openly acknowledging their strengths and areas for improvement, self-aware leaders create a space that promotes constructive feedback and learning opportunities for themselves and their teams (Indrašienė et al., 2021). This culture of transparency and self-awareness fosters trust and collaboration among team members, resulting in improved performance and productivity (Moe, Dingsøyr, & Dybå, 2010). Additionally, leaders who exhibit high levels of self-awareness are more likely to take ownership of their actions, which promotes a sense of responsibility and accountability within their teams. This practice cultivates a culture of ownership and commitment, further enhancing organizational effectiveness (Martinez & Garcia, 2021).

Leveraging Critical Reasoning Skills

Leaders who possess critical reasoning skills are adept at analyzing complex situations, making informed decisions, and anticipating future challenges, all of which contribute significantly to organizational success (Adhikari, 2023). By fostering a culture that values critical thinking, organizations can enhance their problem-solving capabilities, stimulate innovation, and adapt to changing market dynamics with greater agility (Jones et al., 2019). This approach improves individual, and team performance and promotes organizations' long-term growth and sustainability (Brown & Williams, 2021).

Critical reasoning is fundamental to advancing organizational progress, enabling leaders to manage complexities and uncertainties effectively (Lewis & Smith, 2023). Leaders who focus on critical reasoning are better equipped to evaluate diverse perspectives, make informed decisions, and proactively tackle potential challenges. This capacity for strategic foresight and risk mitigation ensures that organizations remain resilient and adaptable in the face of emerging issues (Aguila, 2024).

Encouraging a culture that venerates critical thinking within the organizational framework fosters problem-solving competencies and promotes innovation (Indrašienė et al., 2021). Teams imbued with a commitment to critical reasoning are better equipped to tackle obstacles creatively, devise strategic initiatives, and respond agilely to evolving market

dynamics (Rodríguez-Sabiote, Olmedo-Moreno, and Expósito-López (2022). By prioritizing critical reasoning throughout the organization, companies can more effectively capitalize on emerging opportunities and identify potential risks (Ibobo & Nzewi, 2023). Applying critical thinking skills drives organizational success and boosts performance in a fast-paced and competitive market (Thomas & Smith, 2023). Additionally, integrating critical reasoning into core practices supports long-term success, resilience, and adaptability in an ever-evolving environment (Omesa et al., 2019).

Cultivating Solution-Oriented Mindsets

Smith and his research mates (2019), underscore the importance of having a problem-solving mentality in elevating organizational performance. Employees who exhibit strong problem-solving abilities are more adept at adapting to changes, surmounting obstacles, and fostering continuous progress within the organization. Fostering a culture that values innovative problem-solving allows businesses to tackle challenges effectively and reach their strategic objectives.

The cultivation of a Problem-Solving Culture, as highlighted by Olaoye and Pott (2024), necessitates a comprehensive approach to creating a work environment that champions a problem-solving ethos. This entails equipping employees with the essential tools and resources for problem resolution, fostering a collaborative setting that encourages knowledge sharing, and acknowledging and rewarding inventive solutions. Additionally, leaders play a pivotal role in exemplifying a problem-solving mindset and empowering employees to embrace ownership of challenges.

Measuring the Impact of a Problem-Solving Mindset, as emphasized in a study by Abun and his research team members in 2022 (Abun et al., 2022) underscores the significance of assessing the efficacy of a problem-solving culture in propelling organizational success. Key performance indicators like employee engagement, customer satisfaction, and operational efficiency can serve as benchmarks to evaluate how a problem-solving mentality influences overall business outcomes. Through monitoring and analyzing these metrics, companies can pinpoint areas for enhancement and adjust their strategies accordingly to drive progress and prosperity.

Agile Trailblazing Leadership Paradigm

Embracing Agility During Uncertainty

Incorporating the Agile Trailblazing Leadership concept and embracing agility during times of uncertainty helps educational administrators navigate the complexities and challenges within the education sector. Agile leadership involves being adaptable, quick to respond to change, and being proactive in addressing emerging issues. By integrating the principles of agility into their leadership practices, educational administrators can effectively steer their institutions through uncertain times, rapidly shifting environments, and unforeseen circumstances.

Embracing agility during uncertainty allows educational administrators to make informed decisions promptly, adjust strategies as needed, and stay ahead of potential obstacles (Gravett, & Caldwell, 2019). This mindset empowers leaders to be flexible, innovative, and responsive to the evolving demands of the educational landscape. Rather than being rigid in

their approaches, agile trailblazing leaders prioritize collaboration, experimentation, and continuous learning to drive positive change and foster resilience within their institutions.

Additionally, by promoting a culture of agility and embracing uncertainty, educational administrators can inspire their teams to be dynamic, creative, and open to new ideas. This approach encourages a growth mindset, promotes adaptability, and cultivates a sense of innovation among staff members (Gurr, 2022b). By fostering a supportive environment where individuals are encouraged to take calculated risks, learn from failures, and embrace change, educational administrators can foster a culture of continuous improvement and excellence within their institutions. Hence, the integration of the Agile Trailblazing Leadership concept and embracing agility during uncertainty can empower educational administrators to navigate challenges effectively, seize growth opportunities, and lead their institutions toward sustainable success in an ever-changing educational landscape.

Harnessing Adaptability During Uncertainty

Harnessing adaptability within the Agile Trailblazing Leadership concept is crucial for educational administrators when facing uncertainty within the educational landscape. The capability to adapt quickly and effectively to changes, challenges, and unforeseen circumstances is a key trait that can empower administrators to lead their institutions successfully through turbulent times. By incorporating adaptability into their leadership style, educational administrators can enhance their resilience, problem-solving capabilities, and decision-making processes to address the evolving needs of students, staff, and the organization.

Adopting the Agile Trailblazing Leadership concept and embracing agility during uncertainty helps educational administrators tackle the complexities and challenges within the education sector (Erhan et al., 2022). Educational administrators who harness adaptability within this framework are better equipped to respond rapidly to emerging situations, pivot strategies when needed, and capitalize on opportunities that arise during uncertainty. This mindset enables administrators to steer their institutions toward growth and sustainable success amid dynamic and unpredictable environments.

Furthermore, by fostering adaptability within the Agile Trailblazing Leadership concept, educational administrators can create a culture of innovation, collaboration, and continuous improvement within their institutions. Encouraging flexibility, creativity, and a willingness to experiment among team members can enhance problem-solving capabilities and drive positive change in response to challenges and uncertainty. This approach enhanced the organization's ability to adapt to changing circumstances and a dynamic and resilient learning environment that aligns with the evolving needs of students and stakeholders.

In conclusion, harnessing adaptability within the Agile Trailblazing Leadership concept empowers educational administrators to navigate uncertainty effectively, drive innovation, and lead their institutions toward sustainable success in a rapidly changing education environment. By embracing adaptability as a core principle of leadership, administrators can cultivate a culture of resilience, creativity, and agility that enables them to thrive in the face of uncertainty and complexity

Prioritizing Collaboration During Uncertainty

Prioritizing collaboration within the framework of Agile Trailblazing Leadership stands as imperative for educational administrators, particularly amidst periods of ambiguity and flux. Therefore, administrators must actively cultivate a culture of collaboration, fostering an environment where team members feel empowered to exchange ideas, knowledge, and resources. Strengthening collaborative bonds within the organization cultivates a sense of unity and a shared purpose, equipping teams with the resilience to navigate uncertainty adeptly.

In addition to prioritizing collaboration, promoting transparency and open communication emerges as essential tenets of Agile Leadership within educational institutions. Educational administrators play a pivotal role in ensuring that information flows seamlessly across all levels of the organization, keeping stakeholders abreast of changes, challenges, and opportunities (Vial, 2019). By fostering a culture of transparency, administrators engender trust and alignment among team members, thereby nurturing an environment conducive to collaboration and collective problem-solving. This commitment to transparent communication lays the groundwork for fostering a culture of agility and adaptability within educational institutions, positioning them to thrive in an ever-evolving landscape.

Empowering teams lies at the heart of Agile Leadership principles, whereby autonomy and ownership drive innovation and collaboration. Educational administrators provide teams with the necessary support and resources while granting them the agility to experiment, learn from failures, and adapt their strategies. This approach fosters a culture of ownership and collaboration, empowering team members to contribute meaningfully to the organization's objectives.

Moreover, cross-functional collaboration emerges as a cornerstone of Agile Trailblazing Leadership, essential for fostering innovation and addressing complex challenges. Educational administrators should actively encourage collaboration between teams from different departments or disciplines, leveraging diverse perspectives and expertise. By facilitating interdisciplinary collaboration, administrators unlock the potential for creative problem-solving and gain deeper insights into multifaceted issues.

Similarly, Agile Leadership highlights the importance of continuous learning and improvement, recognizing adaptability is essential for managing uncertainty. Educational administrators should create a culture of experimentation, feedback, and reflection within their teams, providing opportunities for ongoing growth and development. Prioritizing learning and improvement enhances individual and team capabilities, fosters a culture of innovation, and ensures adaptability, which is crucial for success in digital transformation and evolving educational environments (Warner & Wager, 2019).

In essence, prioritizing collaboration within Agile Trailblazing Leadership for educational administrators amidst uncertain times entails embracing a collaborative mindset, promoting transparency and communication, empowering teams, encouraging cross-functional collaboration, and emphasizing continuous learning and improvement. By steadfastly adhering to these principles, educational administrators can lead their organizations through

uncertainty with resilience, adaptability, and creativity, ensuring continued progress and success.

Empowering Self-Awareness During Uncertainty

Empowering self-awareness within the Agile Trailblazing Leadership concept transforms educational administrators during periods of uncertainty, driving personal growth and significantly enhancing leadership effectiveness. Self-awareness is the cornerstone of effective leadership, enabling administrators to understand their motivations, behaviors, and reactions in various situations. This deep introspection allows educational administrators to recognize their strengths and weaknesses, align their actions with their values, and manage their emotions effectively. With this heightened self-awareness, administrators can make more informed decisions, respond authentically to challenges, and lead with integrity and empathy.

Recent literature highlights the crucial role of self-awareness in leadership development within the educational sector. Day and Halpin (2019) found that self-awareness is essential for leaders to navigate uncertainty and complexity effectively. They emphasized that self-aware leaders adapt more easily to changing circumstances, communicate transparently with their teams, and inspire trust through authentic leadership. This supports the idea that self-aware educational administrators can model emotional intelligence and resilience during uncertainty.

A 2023 study by Koc, Yurur, and Ozsahin highlighted the connection between self-awareness and leadership effectiveness in educational settings. The researchers found that administrators who actively engaged in self-reflection and sought feedback from colleagues demonstrated higher performance and effectiveness in leading their schools or institutions. This finding reinforces the idea that cultivating a culture of self-awareness in educational leadership benefits individual administrators and enhances the overall success and well-being of the entire organization.

During times of uncertainty, the importance of self-awareness becomes increasingly evident. Educational administrators with strong self-awareness are better equipped to navigate ambiguity, complexity, and rapid change with resilience and confidence. By clearly understanding their own strengths and limitations, they can approach uncertainty with calm and clarity, inspiring trust and confidence in their teams and stakeholders (Stoten, 2021). Leading by example, these administrators demonstrate self-awareness in the face of adversity, setting a positive tone for the entire institution and fostering a culture of transparency, accountability, and continuous improvement.

Moreover, fostering self-awareness within educational institutions nurtures a culture of openness, trust, and collaboration, which is crucial for achieving organizational success. When administrators prioritize self-reflection, seek feedback from others, and show a willingness to learn and grow, they create an environment where personal development is valued and encouraged. This practice enhances individual leadership effectiveness and motivates teams to engage in their self-assessment and growth. As a result, educational institutions become dynamic learning organizations where innovation thrives, and adaptability is embraced as a key driver of success.

In conclusion, by embracing self-awareness as a fundamental component of Agile Trailblazing Leadership, educational administrators can create a culture of adaptability and learning that is well-suited to navigating uncertainty and driving positive change in the education landscape. Through self-awareness, administrators can lead with authenticity, inspire growth and development in others, and foster a collaborative environment where continuous improvement is a shared goal. As the educational sector continues to evolve and face new challenges, developing self-aware leaders will be vital in creating a resilient and innovative future for educational institutions.

Leveraging Critical Reasoning Skills During Uncertainty

Leveraging critical reasoning skills within the Agile Trailblazing Leadership concept during uncertainty is crucial for educational administrators to make informed decisions, drive innovation, and navigate complex challenges effectively. Critical reasoning involves objectively analyzing situations, considering multiple viewpoints, assessing evidence, and making well-founded judgments grounded in logic and reasoning.

During times of uncertainty, such as rapid changes in educational policies, technological advancements, or unexpected crises, educational administrators must leverage their critical reasoning skills to adapt swiftly and lead their institutions effectively (Lu et al., 2023). Research from 2019 onwards underscores the critical role of reasoning skills in leadership, particularly in managing uncertainty. For instance, a study conducted by Jassmy and Katea (2022) highlighted how educational leaders who exhibited strong critical thinking skills were better equipped to address challenges in the changing landscape of education. These leaders were able to assess information critically, identify root causes of issues, and develop strategic solutions to drive positive outcomes for their institutions.

Furthermore, a publication by Silva and his research team members (2019) emphasized the significance of integrating critical reasoning skills into innovative leadership development programs for educational administrators (Silva et al., 2019). The study revealed that leaders who actively participated in critical thinking activities and engaged in thoughtful deliberations to make informed decisions amidst uncertainty not only improved organizational performance and resilience but also showed a correlation with the critical reasoning skills highlighted by Olaoye and Pott (2024) in their analysis of the Agile Trailblazing Leadership paradigm.

Educational administrators who embrace this leadership approach are encouraged to think critically, challenge assumptions, and seek creative solutions to complex problems, enabling them to thrive in uncertain environments (Igbokwe, 2023). In conclusion, leveraging critical reasoning skills within the Agile Trailblazing Leadership concept is essential for educational administrators facing uncertainty. By cultivating an environment that values critical thinking, administrators can drive personal growth, enhance leadership effectiveness, and lead their institutions toward success even in times of unpredictability.

Cultivating Solution-Oriented Mindsets During Uncertainty

Cultivating solution-oriented mindsets within the framework of Agile Trailblazing Leadership is essential for educational administrators to effectively navigate uncertainty, foster innovation, and instigate positive transformation within education institutions. Such a

mindset encourages administrators to focus on identifying opportunities, exploring creative solutions, and swiftly adapting to evolving circumstances.

Research spearheaded by Koc, Yurur, and Ozsahin (2023), highlights the importance of solution-oriented thinking in leadership effectiveness, emphasizing that leaders who adopt this mindset are better equipped to address complex challenges and propel organizational triumph. By fostering a culture that values and cultivates a solution-oriented mindset among educational administrators, they can approach uncertainty with confidence, resilience, and a proactive attitude. Furthermore, the insights gleaned from Lee et al. (2020), study emphasize the transformative impact of solution-oriented thinking in promoting a culture of continuous improvement and ingenuity within educational settings. Administrators who adopt this mindset are more inclined to implement forward-thinking strategies, foster collaborative initiatives, and inspire innovation among staff and students.

Incorporating solution-oriented mindsets within the Agile Trailblazing Leadership paradigm equips educational administrators with the adaptability to seize growth opportunities and nurture a resilient culture within their institutions. By championing a proactive approach to problem-solving and fostering a climate of innovation, administrators can navigate uncertainty with poise, agility, and assuredness, thereby leading their organizations toward sustained progress and success

Conclusion

In essence, the integration of cultivating solution-oriented mindsets, leveraging critical reasoning skills, empowering self-awareness, prioritizing collaboration, harnessing adaptability, and embracing agility within the Agile Trailblazing Leadership paradigm presents a powerful framework for educational administrators to navigate uncertainty with resilience and effectiveness. By cultivating a culture that prioritizes innovative thinking, strategic decision-making, self-reflection, collaboration, adaptability, and agility, educational leaders can effectively navigate challenges while uncovering new opportunities for growth and advancement within the education ecosystem. This holistic approach equips administrators with the tools and mindset to lead their institutions through dynamic and uncertain times, resulting in positive outcomes for stakeholders and the broader educational community.

By incorporating these principles into their leadership practices, educational administrators can create an environment that promotes continuous learning, adaptation, and forward-thinking strategies. The synergy of solution-oriented thinking, critical reasoning, self-awareness, collaboration, adaptability, and agility weaves a tapestry of dynamic leadership that is responsive to change, proactive in problem-solving, and committed to fostering a culture of innovation and growth (Subramaniam, 2024). Embracing the tenets of agile trailblazing leadership in the face of uncertainty not only strengthens the leadership capacity of administrators but also cultivates a resilient and future-ready educational landscape that can thrive amidst rapid transformations and evolving challenges.

Theoretical and Conceptual Contribution

The theoretical and conceptual contribution of embracing agility, harnessing adaptability, prioritizing collaboration, empowering self-awareness, leveraging critical reasoning skills, and cultivating solution-oriented mindsets within the Agile Trailblazing Leadership paradigm for

educational administrators during uncertainty is multi-faceted and impactful. By integrating these fundamental elements, a comprehensive approach to leadership in education is formed, highlighting the importance of adapting quickly to changes and fostering a supportive and collaborative environment that prioritizes self-awareness and critical thinking. This holistic framework provides educational administrators with a comprehensive roadmap to navigate uncertainty, drive innovation, and foster a positive organizational culture that thrives in dynamic environments (Nguyen, Hooi, & Avvari, 2023).

Moreover, these elements highlight the critical importance of a forward-thinking leadership approach that remains responsive to emerging challenges and opportunities within the educational sector. By advocating for agility, adaptability, collaboration, self-awareness, critical reasoning, and solution-oriented mindsets, educational administrators can improve their decision-making, stimulate innovation within their teams, and adeptly steer their institutions toward success in a dynamic environment. This theoretical and conceptual contribution significantly deepens the comprehension of effective leadership practices within educational settings while offering administrators a practical framework for fostering resilience, creativity, and a culture of continuous improvement.

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