A Study on Different Leadership and Initiative Skillsets for Managers to become effective Leaders in the Digital Era in Food Product Companies

[1]Nithyanandan M, [2]Dr.Sivakumar V

[1]MBA Final Year, MBA, Jayam College of Engineering and Technology, Dharmapuri, Tamil Nadu, India
[2]HOD of MBA, MBA, Jayam College of Engineering and Technology, Dharmapuri, Tamil Nadu, India

Abstract:

Abstract- In the digital era the initiative and leadership skills in the work culture is essential and inevitable. Initiative skills referred as the ability to assess a situation and act without direction from someone else. Food product companies are playing major roles in Indian economy in food industry. There are several changes in the food product companies while managing all levels of employees and complying the company process. Solving problems efficiently is an important part of taking initiative in the workplace. When the managers and supervisors are staying professional, it helps to take initiative in respectful and work-appropriate ways for proliferation of food productivity. Many food corporations invest in building their digital capabilities, hoping to drive business competencies and become effective leaders in the digital era. Digital capability shapes desired workforce skills and attitude; hence, the objective of this study is to identify factors involved in shaping both workforce attitudes and learning capabilities within today's fast-changing environment. This project is to explain the importance of initiative and leadership skills for managers, reasons for lacking initiative, best ways for improving initiative skills, how to figure out the issues pertain to leadership & initiative skills, how to make strong solutions for the issues of leadership/initiative skills, Future scope on leadership and Initiative skills. Also, this project includes the study of various levels of leaderships have been practiced in the digitally transformed workforce in the corporate and Business environment.

Index Terms - Leadership, Digital era, Initiative, E-Leadership, Management, Food production

I.INTRODUCTION

Aseptic Fruits is an Indian manufacturer, supplier, and exporter of fruit pulps and concentrates. This company caters to both domestic as well as international markets. Customer-centric approach and customized offerings in the food and beverage industry made this company as one of the best fruit pulp manufacturers in India.

Being a leading fruit pulp manufacturer in India, this company offers high-quality fruit pulps, purees and concentrates to customers across the globe. Also, this company is specialized in the processing of mango, papaya, guava, pineapple and tomato. This started with a mango pulp manufacturing facility and renowned mango pulp manufacturers in Krishnagiri. Later, it expanded the product range and now one of the leading fruit pulp processing companies in India with state-of-the-art facilities and advanced manufacturing facilities.

Several challenges are observed in this food product company in terms of managing the resources through the traditional leadership roles. This paper proposes a solution for the managers working in the Aseptic Fruits, with its vast experience and passionate professionals in order to offer a quality product and ensure its customers are satisfied by meeting their expectations and needs. Also this paper explains various digital leadership and initiative skillsets required for managers and supervisors for handling the workforce effectively in this digital era.

II.LEADERSHIP CHALLENGES IN FOOD PRODCUT COMPANIES

The high-level problems facing food and beverage manufacturers today might feel like the same challenges the industry has been dealing with for years, but the context in which these challenges exist have changed dramatically. Customer demand for greater product innovation and transparency, ever-increasing quality and compliance pressures, tighter profit margins, new channel opportunities, and a self-motivated workforce are just some of the factors that are shifting market dynamics to the point where food and beverage manufacturers need to take a fresh tactic to how they do business.

In this blog post we'll briefly discuss the top 5 challenges. If leaders want to dig deeper into each of the challenges and learn how to successfully manage growth and profitability in this continually changing environment, download the complete white paper here.

1. Novelty and transparency
2. Excellence and agreement
3. Margin pressures
4. Network development
5. Dynamic workforce

III.LEADERSHIP ROLES IN BUSINESS OBJECTIVES

Strong business leadership is a vital part of every positive company. A team with strong, skilled leadership is more likely to be productive than one without. If interested in being an effective leader, will need to know what strong leadership looks like in the workplace. In this article will define business leadership, discuss several key leadership skills and offer suggestions for cultivating those qualities.

There is always a need for solid leaders in business. No matter what the job title is, it can be a business leader if people have the right skills. If people can show their competence as a leader and an affinity for leadership roles, they will likely be given openings to use those skills to lead a team or project. Growing with understanding of business leadership and what it takes to be a good leader can help people become a more asset in any workplace.

1. Operational fineness
2. New products, services, and commercial models
3. Customer and supplier understanding
4. Enhanced decision-making
5. Competitive gain
6. Survival fitness.
7. Setting a clear goal
8. Inspiring employees
9. Guiding employees
10. Construction of assurance values

IV.TANSFORMATIONAL AND E-LEADERSHIP FACTORS

The following block diagram explains the reasons for the transformational leadership and E-leadership factors
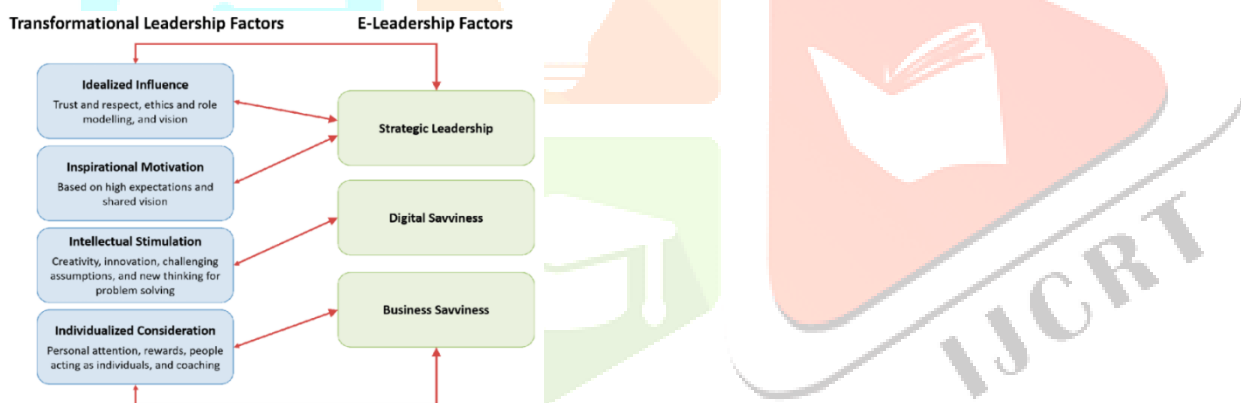
V.TRANSFORMATIONAL LEADERSHIP

In food product companies, the transformational leadership is a leadership style in which leaders encourage, inspire and motivate employees to innovate and create change that will help grow and shape the future success of the company. This is accomplished by setting an example at the executive level through a strong sense of corporate culture, employee ownership and independence in the workplace.

Employees on the leadership track will also be prepared to become transformational leaders themselves through mentorship and training.

A transformational leader is someone who,

1.Encourages the inspiration and positive development of followers
2.Demonstrates moral standards within the organization and encourages the same of others
3.Fosters an ethical work environment with clear values, urgencies and standards.
4.Builds company culture by encouraging employees to move from an attitude of self-interest to a mindset where they are working for the common good
5.Holds an emphasis on genuineness, cooperation and open communication
6.Provides training and mentoring but allowing employees to make decisions and take ownership of tasks

VI.E-LEAERSHIP

In food industry the E-leadership is a social influence process, mediated by technology, to produce a change in attitudes, feelings, thinking, behavior, and performance with individuals, groups, or organizations to direct them toward achieving a specific goal.

Like the more traditional transformational leadership, e-leadership can also be inspiring. To this end, e-leaders can use tools such as e-mail to communicate compelling visions, pride in the accomplishments of followers, or excitement about new ventures. When E-leadership is practiced then the process compliance of the food industry must be up to date.

E-Leadership is occurring in most of the events first because of the following reasons:

1.Communication uses more and more technological tools

2.Information is shared through new technologies, which condition the process of collection, storage, analysis, interpretation, and diffusion of information itself

3.It develops networks that go beyond traditional organizational limitations, creating new and unexpected relationships.

VII. CHALLENGES IN TRADITIONAL LEADERSHIP

The food industry business can run like a well-oiled machine until a small problem that hasn't been addressed causes the rest of the machine to slow down. Below are few areas that can impede the challenges in traditional leadership

1. Inadequate Proactive Problem-Solving Skills
2. High Anticipation Placed on Leadership
3. Observed Lack of Time to Focus on Problems
4. Failure to look for Employee Input

VIII. STEPS FOR ADOPTING TO DIGITAL LEADERSHIP

Reframing mindset enables managers and supervisors to increase awareness of how their existing mindset must evolve, given a new leadership context, and lays the groundwork for sustainable change. Remastering behaviors strengthens the new thinking via routines, culture hacks and new practices that sustain digital dexterity leadership well-suited to new market realities.

Step 1: Reframe perspective by challenging core views

Step 2: Define new digital-era leader attitude

Step 3: Change intelligence monologue

Step 4: Reinforce the new mindset via practices

Step 5: Intensify behaviors with experiential learning

IX. INPORTANCE OF INITIATIVE

Initiative is a keyword that appears in many job postings. Companies prefer employees who are self-starters and who can work independently with minimal direction from managers. Taking initiative demonstrates valuable skills by showing that employee can manage different tasks on employee own and work with a variety of different people and departments. In this article, we discuss tips employee can use to take initiative at work. Initiative is the ability to assess a situation and autonomously take action to address it.

X. IMPROVING THE INITIATIVE SKILLS IN FOOD PRODUCT WORKPLACE

Here are some suggestions to help to proactive professionals and take more initiative at work:

1. Never Stand Still
2. Involving more than is required
3. Think like a team member not as just worker
4. Speak up and cascade the innovative ideas
5. Keep privacy till accomplishing the tasks
6. Effective utilization of all possible opportunities
7. Be prepared for challenging tasks
8. Have belief on the ideas
9. Raising more relevant questions

XI. FUTURE SCOPE FOR LEADERSHIP SKILLS IN DIGITAL ERA

Business Leaders who want to achieve successful and smooth digital transformation need to focus on four critical areas of leadership.

The two main challenges of the digital leadership roles are that all need different skills and do not justify a full-time employee. These two are the single most vital reasons most small businesses do not have these roles in place. They cannot hire a single individual as they have no budget for that, nor can they distribute these roles among their team as various kinds of special expertise are required.

1.Digital Transformation Strategy and Preparation

2.Digital Transformation Project Supervision

3.Digital Transformation Team Administration

4.Digital Transformation Project Execution

XII. FUTURE SCOPE FOR INITIATIVE SKILLS IN DIGITAL ERA

We often observe qualities like proactiveness, resourcefulness, and ingenuity listed on hiring posts. Why is that? These characteristics can demonstrate a willingness to grow, natural leadership, and encourage innovation in the workplace. There are various ways to show initiative: volunteering, taking up new responsibilities, and helping coworkers. Whether employees' an individual contributor or manager, the following future scopes will be available for the initiative skills

1. Go beyond employee job possibility
2. Ask for comment and vigorously work on it
3. Tackle problems without being coached to

4. Be a team player

5. Bond with co-workers from other sections

product company in order to empower the leadership skills with respect to the emerging digital era. Furthermore, higher level peculiar and innovative related initiative skillset is required to stimulate the workforce for achieving the goals on producing more productivity. In this paper different kind of leadership and initiative methodologies are considered and correlated in real time for studying the recent trends in the management skills in food production and process-based company. The suggested points in the paper would be appropriate in order to implement in the real time for better leadership and initiative skills with respect to emerging digital technology.

XIII.CONCLUSIONS

This paper proposed the various leadership methods and strategies for the managers and supervisors who are working in the food product company in order to empower the leadership skills with respect to the emerging digital era. Furthermore, higher level peculiar and innovative related initiative skillset is required to stimulate the workforce for achieving the goals on producing more productivity. In this paper different kind of leadership and initiative methodologies are considered and correlated in real time for studying the recent trends in the management skills in food production and process-based company. The suggested points in the paper would be appropriate in order to implement in the real time for better leadership and initiative skills with respect to emerging digital technology.

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