

**INFT3800 - S1/2021**  
**Workshop/Tutorial – Week 6**  
**Leadership & System Thinking**  
School of Electrical Engineering and Computing  
University of Newcastle

- A. Form a group of 5 for your assessment 4.
- B. In this workshop, you will look into the following articles/documents:
  - a) <https://hbr.org/2019/03/digital-transformation-is-not-about-technology>
  - b) <https://hbr.org/2014/12/getting-virtual-teams-right>
  - c) <https://thesystemsthinker.com/%EF%BB%BFsystems-thinking-is-leadership/>

Next, please discuss the following questions:

- 1. Based on your lecture's slide material, answer the following questions:
  - a. Briefly describe the three leadership theories that focus on character and personality!
  - b. Briefly describe the leadership theories that focus on what leaders learn, do and achieve!
  - c. What is the different between management and leadership?
  - d. How to practice System Thinking? Why is it important for a leader to understand system thinking?
  - e. How design thinking will help leaders to promote innovation at the organization?
- 2. Read link a) and discuss the following questions:
  - a. Identify the five key lessons that may help leaders to succeed in going through digital transformations (DT) of the organizations.
  - b. What does it mean by a machine learning strategy in lesson 1?
  - c. Do you agree on leveraging insiders over outsourcing to implement DT in the organization?
  - d. Why recognizing employee's fear of being replaced is important for a leader? What harms will this fear do to the organization?
  - e. What is agile decision making?
- 3. Read link b) and discuss the following questions:
  - a. What are the challenges of leading a virtual team?
  - b. As a future leader, will you prefer having virtual team or physical team at your organization?
  - c. According to the article, how to practice the right leadership in a virtual team?
  - d. According to the article, how a leader should foster trust in a virtual team?
  - e. Why open dialogue is important for a team? What do you know about 'caring criticism'?
- 4. Read link c) and discuss the following questions:
  - a. What do you understand from the article? Why the author considered system thinking as leadership?
  - b. Why should leaders practice Systems Thinking?
  - c. How should leaders practice system thinking?