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**A STRATEGIC POSITION ANALYSIS OF AN
ORGANISATION IN THE AGRICULTURAL AND FOOD
INDUSTRY**

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Introduction

Leadership is the most important thing in each and every field. There are several models of leadership as per the need of different fields. In the present context, the transformational leadership theory has taken into consideration how much it is effective in the necessary field to develop the effective strategy of an organisation and also why it is necessary in the post-pandemic period. The leadership is also effective in the post-pandemic period to control all the key aspects of a particular business such as employees and stakeholder management. It is also important to solve the challenges that a specific company can face in their path of progress and finally to reach or achieve the business goal of the particular organisation. Transformational leadership is adopted by any organisation to work together as a single unit rather than separated individuals in a company. Transformational leadership is considered as full of energy and passion and a unique personality who is really able to make or break the company. The leaders having this specific quality are very much helpful for the employees of a company as they are able to solve any kind of issues in a particular organisation that creates an issue for the employees of the specific company. This specific quality of leadership is very common and popular in the market due to the reputation of its quality. All the major important points of transformational leadership and its importance in the post-pandemic period have been discussed very effectively.

Discussion

Transformational Leadership theory

It is the leading theory where leaders work with their team members and followers for the better development and motivation of the organisation. This theory includes identifying self-interest and knowing about the changes that need to be instructed in an organisation. Identifying different approaches through the subordinate that can be identified with the specific sequences and opportunities that can be identified with the better implementation with the innovative features (Asbari, 2020). The changes that can be meant to be included in the different proportions.

Transformational leadership leads to focus on inspiring and motivating the followers to achieve their full potential and reach a higher level of performance to make the organisation more successful with better analysis. This theory indicates that leaders who are able to inspire and motivate their followers and team members with positive changes and include different proportions that can lead to improved motivation and inspiration of the employees. Through the theory, leaders inspire their surroundings to perform better which leads to inspiring better

work efficiency. Improving the inspiration and leading the team with better performance make them innovative and inspirational with an improvement in moral positive behaviour. Steve Jobs can be a greater example of a transformational leader as most people revied that after working with him they have improved their mindset and thinking beyond their ability (Purwanto, Kusumaningsih and Prasetya, 2020). More innovative thinking that helps to cure the patient can be applied and an increase in better innovative strategies can leads to improve efficiency for healthcare workers and patients.

Leaders' Performance in Employees and Citizen inspiration during post-covid-19

Providing empowerment and leading people and employees to perform better and innovate are the major changes that can be included in the transformational theories. The leadership process helps people to improve their ability to perform better and innovate. More of the implementation of the communicational process leads to improving the capability and workforce of the employees. Employees become more innovative and productive with the implementation of leadership theory. Leadership in the Covid period provided the employees and the nurses with better efficiency (Fowler and Robbins, 2022). A leader needs to understand the problem of their employees in an organisation which can represent better relationships between employees and leaders. By understanding the problem leaders needs to perform better and innovate for presenting better performance and reach their targeted goals. Leaders lead to involvement with better motivational purpose and increase the development of different employees and increase their certainty and ability to perform in a better way.

Most of the employees lead to feeling low and less motivated which can directly affect their work and make it low efficiency and more timing can be involved in it. With better motivational leadership, their mindset can be developed and more productivity can be gained from the employees within a short time period. Making employees feel motivated can encourage them to improve their function and make them perform in a better and more innovative way which leads to improving efficiency and making the employees more target essential. More innovative work can be included and the performance of the employees leads to improve the captivity of the employees. Post covid situation leads to intent and involvement with different cases as the global world was facing challenges due increase in Covid cases. More of the leadership activity needs to be associated as the people were dying due to the fear of Covid and with implementing the motivational theory people's performance can be improved and the work efficiency of the healthcare worker had been also developed (Dein *et al.*, 2022). With the increase in cases of covid transformational theory can work as a

medicine for the patient and the healthcare employees as they get motivated and better medicine for curing their problem can be involved in it.

Leadership role in care after post covid

Leadership leads employees in being sufficient for the work and provides them with more developed in their skills and features that include different probability. Effective leadership leads to providing a positive effect on the organisation and improve the sustainability and improve communicational process between employees and leaders with better leadership employees are led to improve their capabilities and leads themselves in innovative process. Effective leadership plays a crucial role in an organisation by developing the skills of employees. During the Covid period, leadership needs to be applied as more patients and workers in the healthcare sector need to be adaptive and need to be accepted. With the help of leadership, and better efficiency the employees and other healthcare people need to be involved as it helps to improve their efficiency and provide better medical support (Farid *et al.*, 2021). Improving the target orientation and leading with various innovations and implementations. Improving the capacity of the employees leads to improvement in the leadership theory and change in employee innovation leads to improving the better work efficiency and improving with various containment. Improving leadership preferences leads to involvement with the different features leads to performing in a better and more innovative way.

Leaders act as a role model

A specific concept is frequently mentioned in most cases that leaders are born they are not made. From this point of view, it will never be avoidable that the leadership quality of a specific individual is in his or her own blood from birth. Human beings in this material world are social creatures they define their identities to others by making better relationships with their specific characteristics (Schaufeli, 2021). The specific characteristics of each and every individual are uncommon and the unique quality that anyone has makes them superior to others. The best approach for this context is to follow the one who has the effective quality and in order to do these leaders must be followed as role models. Now we will be discussed what are the unique qualities that make an individual a role model to others. The quality that can be mentioned first is accountability. A leader can serve their subordinates effectively only when personal responsibility is taken into account for his or her every action. The next will be focusing on others. The leaders will be able to serve their positive role by focusing on the others who are basically his or her subordinates. Crisis management is another quality that he should possess effectively. Great leaders are always ready to handle any kind of situation that

presents any crisis before the organisation. Innovation that comes after the previous one. Great leaders must be innovative. He or she must be used new techniques using their own leadership skills. The final point that must be taken into consideration for the positive role of leadership is punctuality which is very effective to do things at the right time. Transformational leadership is thus very necessary in the field of an organisation (Siangchokyoo et al., 2020). In the post-pandemic period, it is very effective to control the business of the organisations. Due to covid, organisations became very weak to organise their business effectively. The implementation of transformational leadership solves the issues to large proportions and the businesses are again on the right track of progress.

Positive Expectations focusing on Leaders for Sustainable changes

In the post-covid period, organisations become very much dependable on leadership as they are unable to manage their employees effectively. In the present context, the study is focusing on some positive expectations from leadership in order to attain sustainability. In the business field, the leaders are to adopt the current demands of the market to provide or develop a sustainability plan for their own organisations (Taylor *et al.*, 2019). The sustainable goal in the contemporary time is the stability of the organisations as due to the severe impact of the COVID -19 the companies were unable to achieve their goal. There is a need for effective leadership to organise it again in the same previous way. In the present world of wrong information about things becomes very complicated for leaders to make an effective definition of the current situation. Transformational leaders must be very keen examiners in order to collect authentic data from making their decisions effectively. The effective decisions that the government had taken during the COVID-19 crisis set the best example for the leaders that what should be followed in order to make decisions in a certain health crisis situation (Iqbal and Ahmad, 2021). Population health is the most important pillar of the global economy is and the decisions of the leaders must be based on the basis of thinking about the health of the employees of an organisation. The leaders have to be connected with global information. The leaders after the COVID period are expected that he or she must be very aware of all the global current affairs. The COVID-19 situation very crucially marked all the weaknesses of the education system so transformational leaders must focus on the weaknesses of the education system to overcome such impact in their future working field. Transformational leaders have to make decisions for providing safety to their employees and organisation against any further health-related issues.

Conclusion

In the present context, the transformational leadership has been taken into consideration for assessing how much it is important in the post covid period to control the business of the organisations. The data or the information that has been gained from the above mentioned discussion that transformational leadership is very effective in the organisation especially in the post covid period. The study also focuses on the transformational theory to understand each and every key aspect of this category of leadership. It also shows that how the leadership has left its important impact after the covid crisis situation. The data has also been found regarding the concept that what kinds of problems were affecting the business of the organisations before covid and after the covid how it has been solved by adopting the transformational leadership in the field of the business. The specific leadership is how as a role model can be followed has been portrayed vividly. The study finally focuses on the topic that what kind of positive approaches can be expected from the transformational leaders in the field of business to achieve sustainability or to achieve its business target. From the discussion as per mentioned above it can be concluded that the transformational leadership is undoubtedly the most effective leadership in the field of the business of the organisation.

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