**Digital transformation** is the process of implementing technologies into different parts of the company to cater to the changing dynamics of the market or the act of transforming every activity around, even the lives, into the virtual world. In a competitive market when a new technology is introduced it could be a game-changing opportunity for businesses. There is always a threat of a competitor adapting it quickly or adapting technology in one’s own business could bring disruption to an organization. To cope with the DX, it is very important to prepare the organization for its disruption which requires the organization to formulate strategic responses. To overcome the barriers and disruption organization must build a strategy, structure, organization, process, and culture in a way that it becomes easy to reverse the whole process without much harm to the organization. If adopted digital transformation technology is successful, it will bring the organization’s operation efficiency, improve organization performance, and streamline digital channels and customer value proposition.

To implement digital transformation technologies, companies need to learn the DX objectives, formulate streamlined strategies, choose appropriate technology enablers, appoint leadership, and most importantly integrate the organization DX’s goals with staff goals to become a catalyst in each other’s growth. Investing in DX is not only investing in technology but also in people. To excel in DX, the mindset of the leaders matters the most and, most importantly, how the employees perceive the company's digital culture and adapt to it. DX is only achievable to an organization that is prompt in responding to employee queries and needs, solving problems across departments, and building a culture where employees are motivated to take risks and learn from their failures. Experimentation is much more important than running tests and playing with technology to deal with new technologies and come up with the decisions of adaptation. We have a diversity of people working in organizations- the Millennials, the traditionalist, Gen X, and Gen Z, it is a key responsibility of a leader to build the nature and culture of business wherein the knowledge sharing across departments could add real value to their businesses. A leader should be able to challenge is how to deal with, manage this diversity, and leverage this new kind of diversity. It decreases turnover expenses and increases the potential client base.

The alignment of the employees of an organization with digital transformation and technology is the most critical factor in any company's success. That is why the employees must be upskilled and upgraded to adapt to the ever-increasing digital environment of the company. The hiring procedure and talent retention plan for the organization should be focused on creating a culture that identifies and develops workers with a wide range of soft skills. Additionally, talent leaders can expand their talent pools by utilizing data insights from new technologies, such as AI recruitment tools for candidate hunting, to include internal candidates who might not always meet the criteria for hard skills but possess intellectual curiosity and adaptability to be redeployed and retrained to fill necessary roles during a hiring freeze. By appointing executives and leaders who know how to utilize technology to alter operations and advance the abilities of their staff simultaneously digitally, your business will be better prepared for downturns and the possibility of upturns.

Companies are investing billions in buying advanced technology and smart tools, but what equally important is to survive and act upon these technologies. There the organization requires to flourish in leadership, organization, and ethical competencies. The primary aspect of Digital Transformation (DX) is to focus on what kind of leaders we need to manage this transformation to get most of the advantage from it and avoid significant danger because a leader determines the company’s direction in DX. A leader for better technology adaptation must set clear objectives and goals aligning with the company's current state and long-term vision, followed by a digital transformation strategy with a complete step-by-step road map digitization. The decision about the correct type of technology is essential for a leader to make and establish a proper leadership hierarchy for digital transformation.