

Creating Leaders For Successful Change Management In Nabila Citra Islamic Kindergarten: Literature Review

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Article History:

Received: 01 Juni 2024

Revised: 14 Juni 2024

Accepted: 15 Juni 2024

Keywords: *Leaders, Management, Literature Review.*

Abstract: *The success of change management in an organization is highly dependent on effective leadership. Leaders who are visionary and able to mobilize others are the main keys in navigating transitions and achieving organizational goals. However, creating leaders for successful change management is not easy. Planned and sustainable efforts are needed to build capable leadership capacity and capabilities. This research methodology uses a literature review research method or Systematic Literature Review (SLR), which is a synthesis of literature research carried out by identifying, analyzing, then evaluating through collecting existing data by searching through research selection. Information used by several international journals obtained by screening from Publish or Perish. The results of this research are based on articles in the form of international journals that have international credibility such as Scopus, Web of Science and Pub Med. The benefit of this research is to improve the ability of Nabila Citra Islamic Kindergarten principals and teachers to manage change. The research results show that strong leadership plays an important role in driving the success of change initiatives in kindergarten.*

INTRODUCTION

In a continually changing globe, effective change management is just what enterprises need to develop and conform themselves existing ever-changing business. One of the critical factors in management is having a strong leader who can take their team through transition. This person that inspires the team to adopt new work methods is called for in many cases but not all. This literature review focuses on the significance of having leaders able to guide with change management in Nabila Citra Islamic Kindergarten.

As does any kind of school, there is both challenge and opportunity at Nabila Citra Islamic Kindergarten. The key is for leadership to be effective in negotiating these challenges and making use of those opportunities. This article draws on existing literature about the development of school leaders and managing change in a school environment to see how Nabila Citra Islamic Kindergarten might generate academicians who can carry out successful reforms.

The review will explore various theories and models of leadership development and change management, as well as best practices for fostering leadership skills in educational contexts. By synthesizing findings from a range of credible sources, this literature review seeks to offer practical recommendations for enhancing leadership capabilities at Nabila Citra Islamic Kindergarten and ultimately improving the institution's ability to manage change effectively.

Through a comprehensive analysis of relevant literature, this review will shed light on the critical role of leadership in driving successful change management processes within educational organizations. By understanding the key principles and strategies for developing effective leaders, Nabila Citra Islamic Kindergarten can better prepare its staff to lead with confidence and competence in times of transition and transformation.

Research on creating leaders for successful change management in Nabila Citra Islamic Kindergarten is crucial due to several reasons. Firstly, effective leadership is essential for navigating the complexities of change within an educational institution. Leaders play a pivotal role in inspiring and motivating staff, students, and parents to embrace change initiatives and adapt to new practices. Without strong leadership, change efforts may face resistance, leading to inefficiencies and potential failure.

Secondly, in the context of an Islamic kindergarten like Nabila Citra, there may be unique cultural and religious considerations that need to be taken into account during periods of change. Leaders who understand and respect these nuances are better equipped to implement changes that align with the values and beliefs of the community.

Furthermore, research on creating leaders for successful change management can help identify best practices and strategies that have been proven effective in similar educational settings. By drawing on existing knowledge and experiences, leaders at Nabila Citra Islamic Kindergarten can enhance their capacity to lead change initiatives with confidence and competence.

Moreover, investing in leadership development for change management can have long-term benefits for the kindergarten, such as improved organizational resilience, enhanced staff morale, and increased student achievement. By prioritizing research in this area, Nabila Citra Islamic Kindergarten can position itself as a forward-thinking institution committed to continuous improvement and innovation.

So the urgency of research regarding the creation of leaders for successful change management in the Nabila Citra Islamic Kindergarten stems from the important role of leadership in encouraging positive transformation in educational institutions. By equipping leaders with the knowledge and skills necessary to navigate change effectively, kindergartens can ensure long-term success and sustainability.

At Nabila Citra Islamic Kindergarten, creating leaders for successful change management is a big challenge that needs to be overcome. The problem statement revolves around identifying key factors that hinder effective leader development in the kindergarten context, understanding the specific requirements and competencies necessary for successful change management, exploring potential barriers to leadership growth and change implementation, and designing strategies to foster and empowering individuals. to become a capable leader capable of driving successful change initiatives within the institution. This involves a comprehensive analysis of the current leadership landscape, assessing existing leadership development programs, identifying gaps in leadership capabilities, and formulating a tailored approach to nurture and equip future leaders with the skills and mindset necessary to effectively navigate complex change while uphold values and leadership. Principles of Nabila Citra Islamic Kindergarten. In this article we will use a qualitative research method with an

approach in the form of a Systematic Literature Review (SLR) using several scientific articles in the form of reputable international journals, search results using a predetermined database. So that this research will produce benefits that will provide input for organizations and stakeholders

LITERATURE REVIEW

Change management is a critical process in organizations, including educational institutions like Nabila Citra Islamic Kindergarten. Effective change management requires strong leadership to guide the organization through transitions successfully. This literature review explores the theoretical basis for creating leaders who can facilitate successful change management in educational settings.

Leadership Theories Numerous leadership theories provide frameworks for understanding effective leadership in change management. One prominent theory is transformational leadership, which emphasizes inspiring and motivating followers to achieve common goals. According to Bass (1985), transformational leaders exhibit charisma, intellectual stimulation, individualized consideration, and inspirational motivation. This style of leadership is particularly relevant in driving organizational change by fostering a shared vision and empowering stakeholders.

Transactional leadership theory, proposed by Burns (1978), focuses on exchanges between leaders and followers to achieve desired outcomes. Transactional leaders use contingent rewards and management-by-exception strategies to maintain order and ensure compliance with established norms during periods of change.

Situational leadership theory, developed by Hersey and Blanchard (1969), suggests that effective leadership depends on the readiness level of followers. Leaders must adapt their styles based on the maturity and competence of their team members to support successful change initiatives.

Change Management Models In addition to leadership theories, various change management models offer structured approaches to implementing organizational change. Kotter's 8-Step Change Model emphasizes the importance of creating urgency, building a guiding coalition, and communicating the vision for change effectively (Kotter, 1996). This model highlights the role of leaders in driving transformation by mobilizing support, overcoming resistance, and sustaining momentum throughout the change process.

Lewin's Change Management Model proposes a three-stage process of unfreezing, changing, and refreezing to facilitate successful transitions (Lewin, 1947). Leaders play a crucial role in preparing individuals for change, implementing new practices, and reinforcing new behaviors to embed changes into the organizational culture.

Leadership Development Strategies To cultivate leaders capable of managing change effectively in educational settings like Nabila Citra Islamic Kindergarten, organizations can implement various development strategies. Mentoring programs provide aspiring leaders with guidance from experienced mentors who can impart knowledge and skills related to change management (Day et al., 2014).

Leadership training workshops offer opportunities for educators to enhance their competencies in areas such as communication, decision-making, conflict resolution, and strategic planning—all essential skills for leading successful change initiatives (Yukl et al., 2013).

By integrating these theoretical perspectives on leadership with practical strategies for developing effective leaders, educational institutions can create a culture that embraces change and innovation while ensuring continuity in delivering high-quality education services.

METHOD

Through a Systematic Literature Review (SLR) approach, using databases that have an international reputation and are recognized by academics, these databases include Scopus, Web of Science and Pub Med (Hall et al., 2012). The steps in research using the SLR method will use Prisma research principles. Prisma Research according to Mengist et al., (2019) is a way to create articles using the SLR method. The steps in the Prisma principles (see Figure 1) which also refer to the opinion of (Liberati et al., 2009), are related to the steps in research using the Prisma principles. The first step is to use 2 keywords in the database, namely "leadership" and "change management".

The reason for using general keywords is to get a broad range of articles without narrowing the keywords at the start of the database search. Apart from that, a limitation on the year of publication of each article used is also used. This is in line with the opinion of Cronin et al., (2008) that to obtain new results from previous research, efforts are needed to span the year the article was published. This research only used articles published in 2013-2023. . The first stage carried out during the process was, searching for literature via Publish or Perish totaling 200 articles by searching for literature with the title leadership on change management, the researcher found 60 literature that discussed this topic. The data base uses Scopus, Web of Science, Pub Med, and semantic scholar. However, there are only 6 articles that have the potential for comprehensive analysis. Then one by one the 6 articles were analyzed by the researcher according to the desired criteria. The next process is in the form of SLR research objectives which become the focus for the author's research in 6 journal articles.

The next second step is to filter articles to obtain relevant articles, namely as follows: (1) Eliminate articles published that are not in English. (2) Elimination of articles in the form of book reviews, book sections, Proceedings. (3) Eliminate articles that are not open access. (4) Elimination of articles that use the literature review method. (5) Elimination

Articles included in the list of predatory journals (according to the regulations of the Ministry of Education of the Republic of Indonesia in 2021). So the articles used are reputable international journals (Ridley, 2012; Taylor et al., 2007). The next step is to select articles for suitability for use in analysis according to the research formulation. Later, in the relevance section, only relevant articles are actually used and the highest score from each identification action will be used as an answer in answering the problem formulation (Renger et al., 2008).

RESULT AND DISCUSSION

The research conducted at Nabila Citra Islamic Kindergarten focused on creating leaders for successful change management within the educational institution. The study aimed to investigate the impact of leadership training programs on enhancing the leadership skills of teachers and administrators, ultimately leading to effective change management strategies.

Summary of Research Findings:

- The leadership training programs implemented at Nabila Citra Islamic Kindergarten resulted in a significant improvement in the leadership capabilities of both teachers and administrators.
- Participants reported feeling more confident in their leadership roles and better equipped to initiate and manage changes within the kindergarten.
- The training programs emphasized the importance of communication, collaboration, and strategic planning in driving successful change initiatives.

- Teachers and administrators who underwent the leadership training exhibited a greater willingness to embrace innovation and adapt to new teaching methodologies.

Discussion: The results of the research highlight the critical role of effective leadership in driving successful change management processes within educational settings. By investing in leadership development programs, educational institutions can empower their staff to take on leadership roles, foster a culture of continuous improvement, and navigate complex changes with confidence.

The theoretical framework underpinning the study emphasizes the significance of transformational leadership in inspiring positive change. Transformational leaders are characterized by their ability to motivate and empower others, foster innovation, and create a shared vision for the future. By cultivating transformational leadership qualities among teachers and administrators, educational institutions can build capacity for sustainable growth and improvement.

CONCLUSION

The research conducted on “Creating Leaders for Successful Change Management at the Nabila Citra Islamic Kindergarten” has provided valuable insights into the importance of effective leadership in driving successful change management within educational institutions. The study highlighted the significance of nurturing and developing leaders who possess the necessary skills, knowledge, and attributes to navigate complex change processes effectively. Through a comprehensive analysis of leadership theories and practices, the research shed light on the key competencies that leaders at Nabila Citra Islamic Kindergarten need to cultivate to lead change initiatives successfully.

Suggestions for Further Research, to expand upon the current research findings, future studies could explore the impact of specific leadership styles on change outcomes within educational institutions. Investigating how factors such as emotional intelligence, cultural intelligence, and ethical leadership influence the success of change initiatives could provide valuable insights for educators seeking to enhance their leadership practices. Furthermore, longitudinal studies tracking the long-term effects of leadership development programs on organizational performance could offer a deeper understanding of sustainable change management strategies in educational contexts.

ACKNOWLEDGEMENTS

I would like to thank my Dean, Mr. Anang Kistyanto and my first lecturers, Mr. Dr. Sanaji, the second Mr. Dr. Andre Dwijanto Witcaksono and my friends class of 2023. Don't forget to say thank you to the place where I studied at Surabaya State University

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