

Leading in Covid-19 Pandemic: A Framework for Proactive Measures in Emerging Organizations

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Abstract.

COVID-19 disrupted the economics of both countries and organizations. The preparedness of such a crisis was nonexistent as majority of organizations only had crisis management strategies for small crisis. The pandemic has however changed the dynamics of crisis control for majority of organization. The impacts of the COVID-19 pandemic on Organizational leaders and workplaces across the globe have been uncontrollable. However, while most leadership development frameworks are geared by equipping leaders for today's challenges, this paper will offer organizational leaders the strategic approach toward any future crises before, during, and post the current pandemic, COVID-19. Employees, teams, and work organizations will be encouraged to go through leadership-focused a) education, and b) experiences. In addition, this poster of relevant pieces of literature focuses on leadership (a) from educational practices (for instance, styles, traits, and theories) and (b) Real-life experiences (for instance, simulation, Consultation, and case study). Organizational leaders should be willing to deal with the consequences of COVID-19 and other crises by understanding the crisis processes and variables that are known and unknown. The design of this general review looks at the literature on strategic approaches for a better understanding which seek the circumstances surrounding the pandemic as well as the skills required to deal with it. The results of finding show that organizations do better through learning and the skills are harnessed through experiences. Originality, the conceptual research is undertaken through previously done work and the authors are given credit.

Keywords: leadership, emerging organization, crisis, OVID-19.