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The Leadership Management Implementation
Case Study: Iraqi Organizations

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Abstract

Based on the findings and recommendations of this study, it is recommended that non-governmental organizations in Iraq place greater emphasis on developing their local leadership. To this end, an ongoing training system is needed to help build skills and support the creation of a leadership culture in the sector.

During the study period, western leadership theories have been influencing Iraqi employees working with non-governmental organizations in post-ISIS. This study aimed to understand how such theories influenced Iraqi employees and whether they became effective through a mixed participatory approach.

The study has shown that the leadership style is very effective and efficient in Iraq. This success can be attributed to: implementing new counseling and feedback procedures to employees, improving the evaluation system to evaluate employees' performance and provide appropriate feedback, introducing shifts based on flexible work hours and other benefits, establishing teams instead of isolating each employee in their different departments, enabling each employee to have a life outside of their workplace, providing clear roles and responsibilities for each employee through job descriptions, involving employees in decision making processes regarding their jobs, instituting a promotion system based on experience rather than qualifications, letting supervisors manage their teams as well as report to management.

Chapter One: Research Introduction

Introduction

Leadership is the most essential ingredient in order to build empowering and successful teams. The ability to motivate, inspire and instill faith into one's teammates can prove to be a major factor when it comes to taking on new challenges. This research attempts to understand the organization's approach towards the Western leadership impact on Iraqi employees working with Non-governmental organizations to identify whether these theories are efficient in incentivizing leadership improvements at the workplace. This research anticipates to investigate and construe whether these practices that have been driven from Western theories and models have a practical use in Iraq, given the current state of the country "post-ISIS."

Leadership can be viewed as a process of influence and management that allows leaders to influence, motivate, and direct others to attain organizational goals (Bipath, 2012). Leadership can be said to be an intangible asset that represents the essence of an individual's experience and expertise (Felix et al., 2015).

Rationale for the Research (Background of the study)

Leadership can be defined as the capacity to persuade or inspire others to act in ways that benefit them and society at large (Bipath, 2012). A leader is an individual who has the capabilities that could influence a group of people to achieve a set of goals. According to Arno and Lacina (2016), leadership involves developing potential human capital within an organization's workforce for enhancing performance. Leadership is about creating synergies between different people across various departments so that all employees work together toward meeting objectives and goals (Băță, et al., 2016).

The Leadership Management Implementation is a process that can be used for managing groups of people. The process involves goal setting, vision creation and inspiration in order to reach organizational objectives and goals.

Leadership requires a dedication to the best interests of the people and the organization, as well as being committed to self-improvement through education, training and mentoring (Lai, et al., 2016). The core objectives of leadership management implementation are to shape the personality of workers by enhancing their knowledge, skills and attitude competent enough to carry out their roles effectively.

Iraq is a country that has been faced with numerous conflicts and wars, which has had a tremendous impact on its community. The effects on the general public have not just been physical but also emotional, as well as an effect on livelihood. Civil unrest continues to grow and people have lost their jobs due to fear of working for oil companies that are seen by some groups as supporting sectarianism (Iraq, 2016).

The Leadership Management Implementation project will look at the different traditional roles male, female, boys and girls have been assigned in their respective communities, including differences in power dynamics, access to and control over resources, and household decision-making practices between males and females. Leading this process should be characterized by the balance among all these various groups, so we can use situational leadership in northern Iraq because they are still living under traumata due to ISIS. In southern Iraq where communities don't easily allow leaders to play their roles until they adopt our plan of action with them. Continuous work-related communication will result in an adequate awareness of the vision; implementing a transformational leadership style among followers will lead them to think as a leader focusing on the future rather than the present. In order to fully understand how leadership style affects followers, it is essential to examine the differences between leadership styles and their effects on followers. Leadership style is defined as a pattern of behavior that guides leader actions and how they approach different situations. It is important to understand that an entire population of followers could be negatively or positively influenced by a leader's actions. Moreover, when the leader's work-related communication style does not match the followers' needs and interests, it can create numerous problems for both parties.

Research Questions

Now we will provide answers to the below questions and we will explain the importance of this study as a contribution to the body of knowledge:

- 1) How western leadership can be applied by leaders?
- 2) How can NGO employees implement types of western leadership in the post ISIS phase in Iraq?

This research in leadership considers the gap between western leadership theory and how employees working with Non-governmental organizations (NGOs) move towards addressing the crisis situation that has been identified by taking an interest in incident trends across organizations for Iraqi Civil Society Organizations (CSOs). The study also identifies why these types of incidents occur and often reoccur. It is confirmed that Reason's Generic Error Modelling (Reason 1990) of human error

plays a key role in understanding how workplace errors persist across organizations operating in humanitarian contexts. This research has important implications for leadership development because it acknowledges that while a social process approach may be suitable to explain many facets of leadership, western theories may still be useful in some situations where individuals' cognitive processes are strongly influenced by social values, attitudes and practices.

The implementation of leadership management will create a sustainable environment for the government and people. It is our mission to bring about positive changes through the strategic implementation of leadership management in Iraq. We believe that by embracing new ideas, innovating and coaching, we can make this a reality.

Research Objectives

The leadership management implementation research intended to understand the organization's approach towards the influences of Western leadership on Iraqi employees working with Non-governmental organizations to determine whether these theories effectively drive leadership improvements in the workplace. This research was expected to investigate and understand whether practices that have been drawn from Western theories and models have a practical use in Iraq given the current state of the country "post-ISIS." The research considers the existing indicators closely linked to organizational safety culture to gauge whether measures that have been applied are effective. In order to achieve the aim as mentioned above, the following objectives have been identified:

- To look at the concept of security authority from the viewpoint of an Iraq based organizational environment
- To assess the sorts of authority hypothesis utilized inside the organizations in Iraq.
- To analyze the leadership styles within two offices in organization X.
- To assess the safety performance within two offices in organization X

- To give suggestions for organization security leadership styles within the Iraqi setting

Chapter Two: literature review

Introduction

In this chapter, the writing survey will be partitioned into five primary subjects to be inquired about, counting leadership, situational and versatile authority, Investigation and Misuse, later circumstance in Iraq and the distinction between Center Eastern and western social orders. Each of these points will incorporate sub-themes:

Leadership Definition

Leadership is defined as "the mental ability that motivates and shapes an individual's behavior, or a group of individuals, in the direction of accomplishing an organizational goal" (Whelton, 1999, p. 462). The word "mental ability" refers to cognitive abilities such as perception, thinking and understanding, mathematical ability and motor activity. A motivational element is needed since leadership involves human behavior toward some end. Leadership is an interpersonal process - it involves communication and the implementation of some planned change in order to achieve desired ends.

Situational and Adaptive Leadership Style

The concept of adaptive leadership has been presented in the literature for more than two decades, but it is only recently that the approach has assumed a remarkable place in the leadership literature. Adaptive leadership has been used efficiently to clarify how leaders urge effective change on various levels including organizational, community and societal changes. Nevertheless, most writings about adaptive leadership have been prescriptive and premised on anecdotal and observational data rather than data from vivid scientific inquiry. This book presents an academic survey of past research on adaptive leadership, discusses some common themes within this body of work, analyzes recent developments in leading change within organizations, and identifies some key issues that need further attention by researchers.

As Iraqi citizens contain diverse foundations, devout convictions, social contrasts, and distinctive ethnicities, individuals may see the same circumstance in numerous distinctive ways. For case, individuals from a particular foundation may see hard-working directors, who are continually working exceptionally difficult to meet their due dates as well as to bolster the devotees to continue with the obligations as prior as conceivable; the same directors can be seen as inconsiderate and self- countered as they may well be confined and thrust supporters to meet due dates.

Exploration and Exploitation

This research explored the relationship between service quality, exploration, and exploitation of service innovation, exploring their impact on individual financial performances of a service firms. Exploration and exploitation have been applied broadly to depict a wide range of phenomena that involve the different manifestations of diversity and experimentation and specialization and experience. Both exploration and exploitation are fundamental for organizational learning and growth, but organizations should manage them by empowering individual employees.

Since investigation and abuse are dissimilar and are not substitutable, organizations have to be attempt to achieve complementarity by executing both investigation and abuse to attain superiority. This ponder will consider the distinctive conventional parts male, ladies, boys, and young ladies play in their specific communities, counting contrasts in control flow, get to to and control over assets, and family decision-making hones between guys and females of diverse age groups.

Including devotees within the plans will lead to maintaining long-term arranging by supporters. Nonstop work-related communication will result within the down to earth mindfulness of the vision, and executing a transformational Leadership fashion among the supporters will lead them to think as a pioneer centering on long haul instead of display as organizations facilitate the essential Leadership to set up organization official objectives and working objectives with other

This comes by characterizing the clear mission, vision, and corporate values and building up

a communication arrange to guarantee all individuals of the organization are mindful of the vision, mission, and values. Follower's inspiration with rewards at the conclusion of their missions/tasks is one of the fundamental focuses that I continuously take into my thought in my authority fashion as I accept inspiration by pioneers gives vitality to supporters to be committed to their assignments, and as there's a positive effect on the supporter to see their victory and appreciation. The vacuum was distinguished by following the occurrence patterns over organizations in Iraq among expats and national staff, recommending that there were more basic clarifications as to why episodes had happened and frequently are re-occurring. By recognizing Reason's Bland Mistake Displaying (Reason, 1990) of human blunder, mistakes classified as "expecting activities" usually take put within the X organization working environment, "with both "infringement" and "botches" feature

Concurring to Yergin (2011 p.151), Iraq has as of late endured a need of outside venture. This has finished within the government not modifying its hydrocarbon and petrochemical industry to where more up to date facilities are inalienably more secure to function. In lieu, it has had to preserve obsolete and forsaken gear to support a war within the North of the nation (Davison and Rasheed 2017) and handle a reiteration of inner issues.

Crutchfield and Roughton (2014) propound that fruitful hazard Leadership depends profoundly on the interaction flow between all representatives, counting the Leadership group, and advocates the association of the workforce on how best to oversee the fruitful usage of the behavioral program and is subordinate on "Leadership commitment and authority, back from bosses and an open and trusting culture." Moreover, a take note of this has been taken by Yorio et al (2015) by being physically show, steady engagement with workforce individuals, and fortifying security behaviors with other senior staff may cultivate organizations' wellbeing and security performance.

Conclusion

This study investigates the attitudes and leadership styles of Iraqi employees working with non-governmental organizations in crisis management. The study focuses on two types of leadership: exploration and exploitation. Exploration is the process used by leaders to generate new ideas, approaches and solutions for issues; whereas exploitation is a process that improves upon existing ideas, approaches and solutions for issues. It also examines how the leaders' behaviors affect the followers' performance. For instance, those followers who are aware of the relationship between their job performance and organization's well-being extend their efforts in order to achieve organizational goals.

Chapter Three: Methodology

Introduction

The research employed a mixed-methods approach that collected qualitative and quantitative data to achieve this research's primary objectives. The instruments have been designed to collect data across the full range of research questions. This approach supported effective data collection on both easily measurable research questions as well as in the abstract investigation of beliefs and attitudes towards western leadership styles. A further advantage of the mixed methods approach was that quantitative data was most useful for understanding 'what,' while qualitative data provided a more detailed and nuanced understanding of 'how and why' (Denscombe, 2010; Hart & et al., 2007); these two levels of analysis provided a rigorous combination of descriptive and explanatory power.

Study Methodology:

The technique for the considered was based on employing a mixed-method participatory approach as the creator accepts that support moves forward quality and upgrades proprietorship. The three-phased proposed strategy was built based on the consider objective as well as the work area survey.

Desk Review

The research conducted to support this study included desk review and key informant survey results. The desk review reviewed previous assessments and research in Iraq, in addition to the literature about humanitarian programming. The final key findings from this study were linked with conclusions of the literature about humanitarian programming; this ensured that recommendations were aligned with best practices for humanitarian programming in similar settings using Western leadership style.

The desk review analyzed research documents to allow the author to draw on the knowledge gained from previous studies or research and identify potential critical issues concerning this study.

Inception Phase:

Development of data collection tools

The study made use of Kobo tools for data collection (KoboToolbox is a collection of both web applications and mobile applications that allows for the authoring of complex forms, collection of data using mobile devices, analysis of data, and storage of data either online or offline). Data from the Kobo were directly linked

with the tool's administrator, i.e., Microsoft Office

CAPI is a method that has now been used in several demographic and health surveys. CAPI enables researchers to collect the data from individuals instead of households. Moreover, it lowers the costs since there will be no travel expenses for those who were interviewed. In this study, Kobo tools were utilized for data collection via mobile devices. Then, data were linked with the tool's administrator i.e., Microsoft Office from where it was retrieved for further analysis.

This paper presents Assisted Personal Interviewing (PAPI) approach and its usage in the survey. The PAPI approach utilizes a paper and pen (PAP) survey where answers are recorded on the paper by the interviewer before being scanned, which is the traditional method of collecting data. It allows researchers to capture point-in-time responses from respondents when GPS is unavailable or unreliable. We will discuss the methodology used for specific research needs as well as some of its limitations.

Data collection phase:

Information collection was based on information collection arrange (field arrange) characterized within the ponder technique within the over segments. This stage is additionally isolated into five sub-phases;

Ensuring data quality

In order to collect quality data, the author used the following approaches:

- Quantitative information was collected through a versatile information collection instrument utilizing the Kobo collect program to preserve information judgment and maintain a strategic distance from superfluous information section, coming about in mistakes.
- Data cleaning, such as deficient meet shapes submitted and unimportant data given, was conducted to guarantee adjust and total information some time recently the examination.

The creator conducted a spot check and supervision of the information collection and passage handle.

Field data collection

Data were generated using two types of data collection: qualitative and quantitative. The

qualitative data collection included in-depth interviews, focus group discussions and key informant interviews with the relevant people from relevant departments and organizations for their opinions, perspectives and perception on the situation. The quantitative data was collected through participant observations and social network mapping exercises.

All data, including qualitative and quantitative, were identified by the author. The study included surveys and interviews. Data collection activities included visits to healthcare facilities, online search engine results, and personal networks. Each data source was verified independently in order to ensure accuracy and reliability of the data collected.

Data compilation

The information were compiled electronically utilizing keen tablets; the information were codified within the best way. Each code was interesting and appeared all the properties of collected information like title of the instrument, type/gender/age/location of the respondent, questions and answers, sort of Leaderships gotten, etc. Information cleaning, such as, deficient meet shapes submitted, and insignificant data given, was done by the creator.

Reporting phase:

Data analysis

The author performed the data analysis as per a pre-defined data analysis plan or matrix. The small size of individual data sets and an open question format specified above for some instruments required that all quantitative results be processed through Excel pivot tables and KoBo. Moreover, because of the open question format specified, it was necessary to subject key informant responses to coding, enabling quantitative analyses of all responses (Saldana, 2012).

This data analysis process was built upon methods developed by the researcher (Denscombe, 2010, p. 237). After performing appropriate data coding and management tasks, the researcher first identified variables in a range of tables that demonstrated relationships between inputs, activities, practices, and structures on one hand and outcomes on the other. Next, the same tasks were performed to uncover relationships between indicators and cases. If a relationship was unclear or required deeper analyses, further study of qualitative data relating to that relationship was undertaken (Denscombe, 2010, p. 239). All qualitative data collected function in a typical, descriptive role and bolster the collected quantitative data facilitating data triangulation and stronger research.

Reliability and Validity of the research

Reliability and validity of the research can be increased by ensuring that you clearly explain the theoretical background for others to follow and understand easily. The availability of the interview guide is also thought to increase the reliability of the research. To further strengthen the credibility of the research, validity is also considered essential. Silverman (2006) stated that validity indicates the questions of whether research is precisely measured and what was in intention to be measured. Unwavering quality alludes to the consistency and dependability of the investigation. There are diverse ways and sorts for unwavering quality, especially from a measurable viewpoint. Concerning the investigation, the taking after measures were executed by the analyst amid the interviews to guarantee unwavering quality:

- The analyst messaged a assent frame to each member to concur, affirm and sign to take part within the ponder. All participants typed their names rather than their signature within the assent frame due to being bolted down and blocked off to a printer.
- Questions were clear sufficient and not all open to the respondents' elucidation, so each respondent gets it the same thing from the address.
- When the questions are clear, whoever analyzed the collected information were finishing up with the same conclusions. Of course, there was room for translation; in any case, both were clear in terms of questions and reactions; hence, the overview plan paid consideration to this.
- For arranging and organizing, the analyst shared take note a day in progress through mail to each member to affirm their accessibility, status, and the time for the meet. The analyst proposed that interviews be conducted and submitted through KOBO Tool stash. Subsequently, all members concurred on the recommendation utilizing the online KOBO tool compartment.
- The analyst analyzed all information through KOBO Tool kit and Microsoft Exceed expectations and exchanged them into an exceed expectations archive in tables to create codes, sub-codes, designs and subjects.
- The analyst followed the time, date, area, sex of each meet, and apparatuses of conducting

interviews. In expansion, the meet direct was utilized and followed for each meet. A duplicate of the word adaptation meet direct utilized within the interviews is connected within the reference section.

For advance improving the unwavering quality and legitimacy of information, the meet underneath guides for both quantitative and subjective approaches are connected within the reference section:

- Informed consent for survey's participants
- Quantitative Interview Guide
- Qualitative Interview Guide: Focus Group Discussions/Interviews

Conclusion

This chapter focuses on the reliability and validity of the research as a whole. The researcher highlights the purpose of the study, which is to understand the organization's approach towards the influences of western leadership on Iraqi employees working with Non-governmental organizations (NGOs), to determine whether these theories effectively drive leadership improvements in the workplace. In addition, I will use data analysis, interpretation, and findings to answer my two research questions. The researcher used quotes of participants from FGDs and individual qualitative interviews to enhance the found answers. The research findings are thoroughly discussed in chapter 4.

Chapter Four: Data Analysis & Presentation of Results of Findings

This part presents what comes about from the interviews and the topics that risen to reply the inquiries about questions. In this inquire about, the creator relied on online stages to gather information for both quantitative and subjective strategies. The members gotten the surveys utilizing KOBO collect online stage, through e-mail, and other online communication means for the quantitative approach. KOBO Tool stash may be a free, open-source tool for versatile information collection, accessible to all. It permits you to gather information within the field utilizing versatile gadgets such

as portable phones or tablets and paper or computers.

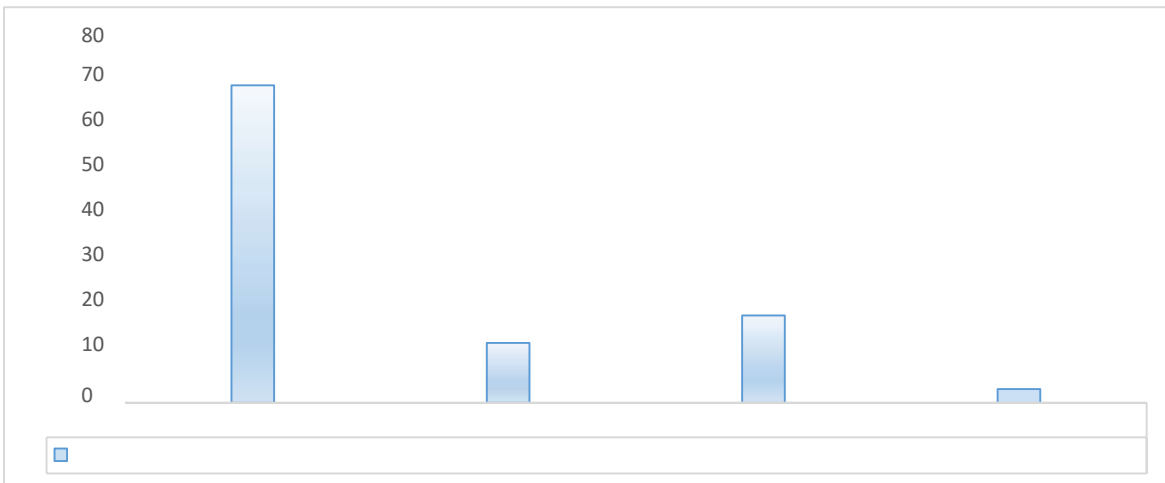
The respondents who taken an interest within the consideration were all 104 (40 females, 64 male) workers from different helpful organizations in northern Iraq, counting different positions from the field until administrative positions and national and worldwide representatives. In any case, no face-to-face interviews were conducted for this consider due to the Covid-19 widespread in Iraq, and all were done through online stage implies, such as emails and Zoom. In addition, the respondents were given a choice to take off any address without reacting if they favored not to reply. Besides, this circumstance of questions not being replied did not happen during the interviews, where the members were prepared to reply all the questions.

Effectiveness and Impact

There are as many definitions of leadership as there are individuals who have sought to define the concept. Stogdill (1974, p. 7) suggested that hundreds of thousands of studies have been written in which people try to understand leadership, yet he found it difficult to find an answer that all would agree with. He reviewed over 3,000 studies directly related to leadership and developed 12 factors that emerged across all studies. Stogdill considered these factors when developing his conceptual model for basic leadership study.

Members were inquired how commonplace they are with western Leadership styles and hypotheses. Concurring to the quantitative interviews, 66% (n=69) detailed being to some degree commonplace with western authority and taken after by 18% (n=19) exceptionally commonplace; within the FGD talks with both male and female, it turns out that lion's share of members concur and bolster western authority fashion in northern Iraq due to the decreasing paper-based schedule works, clear parts and obligations compare to the conventional fashion government take after in Iraq, subtle elements are alluded to the underneath figure.

Figure 3: How familiar are you with western leadership styles and theories?



Be that as it may, respondents were too inquired to decide whether to what degree they feel that Western Leadership theory's adequacy (Northouse, 2018) made a difference them bargain with a squeezing issue in their proficient life since the strife in 2014. The result appears that 58% of the overviewed members concur, 26% not one or the other concur nor oppose this idea, and taken after by 15% emphatically concur. The reasons specified by both quantitative and subjective interviewees expressing that beneath western authority fashion, they have been presented to modern Leadership strategies such as each representative is assumed to have their work portrayal, which we were not presented some time recently having Non-governmental organizations Leadership, advancement was based on encounter but not capabilities, instruments to take after approaches and strategies as well as clear apparatuses to lead individuals and oversee errands, transitioning duties to each office instep as it were pioneers make choices and decreasing micromanagement.

Positive points	Negative points
Policies and procedures are more familiar within the workplace for employees	Cultural barriers were not fully taking into consideration
communication channels are more accessible and faster through technology	Final decision take time
establishment of code of conduct and PESA policies	long working hours compared to the government working hours schedules
Planning in advance during the work	in many cases relying on documentations to investigate problems but not focusing on what happens on the ground
Getting qualitative/constructive feedback from supervisors	

Research Question 1:

How western leadership can be applied by leaders?

The discoveries were clarified in detail for how the investigate questions and reason of the ponder were met. Indeed in spite of the fact that Iraqi non-governmental organizations basically were locked in in crisis and short-term reactions within the Iraqi setting, the changing environment constrained them to reflect on their long- term nearness in Iraq. The clear withdrawal of Western states from the Iraqi field, in terms of military and budgetary commitments, is undermining the supportability and long-term potential of helpful and advancement ventures, as well as various Iraqi non-governmental organizations ' capacities to proceed their operations in Iraq. Based on the findings, participants were locked in within the meet on how commonplace they are with western

authority styles and hypotheses after working six a long time with compassionate expat laborers and utilizing western authority styles. Agreeing to the quantitative interviews, 66% (n=69) detailed being to some degree recognizable with western Leadership and taken after by 18%

Research Question 2:

How can NGO employees implement types of western leadership in the post ISIS phase in Iraq?

The discoveries appear that the significance of the western Leadership fashion which worldwide Non-governmental organizations and U.N. offices actualize in northern Iraq in post ISIS was a center of the inquire about address consider, and members given their conclusions on this matter. "To what degree do you are feeling that the western authority fashion executed by expats and official executives from your point of view is significant, fitting and what sorts of western authorities styles executed" address was proposed among quantitative and subjective interviews. And quantitative interviews demonstrate, out of the 104 members, 59% "concur" that the western Leadership fashion actualized by expats and official executives have had a positive effect on their proficient life and they still incline toward to take after when they lead the time after expats take off the nation in addition, 31% states "not one or the other concur nor oppose this idea" and claim that there's too a negative effect on their proficient life such as long working hours and push they get through western authority fashion due to the confinements input and having multi obligations within the same time, a few other members see it non-relevant at numerous times, particularly when social issues are not taken into thought, for illustration, anticipating local people to take off family more than anticipated in a culture that values family ties more than anything else

The discoveries were clarified in detail for how the investigate questions and reason of the investigation were met. The inquire about shaped pertinence, productivity and adequacy of the western authority fashion which universal Non-governmental organizations and U.N. organizations actualize in northern Iraq in post ISIS was a center of the investigate address think about from collected information. The discoveries appeared the hones utilized by western pioneers in northern Iraq. Hence, it was found that being in crises within the north of Iraq in war requires being bold, proactive, speedy, versatile, having the sense of obligation, prepared, calm, having overseeing aptitudes, spurred, decided, mindful, viable communicator and basic thinker to be able to reply successfully to the requirements of others.

Chapter Five: Conclusions, Implications and Recommendations

The study findings revealed that with western leadership theories, the national and expats participants define the cultural change and how it influences the Iraqi employees to adapt to western leadership style. The main themes from data results were introduced in chapter three. With these themes, this section will discuss the findings, barriers, critical success aspects of the data along with recommendations for the participated organizations.

Research Limitations

There are a few confinements to the investigate. The primary restriction is that the inquire about comes about might not exceptionally well speak to all I/Non-governmental organizations, UN offices in northern Iraq due to the little test measure

used. The investigate utilized a comfort testing strategy where as it were people who might see the posts through emails and social media are participated/ interviewed. This too implies that individuals who may not get creator emails or see posts through social media due to time restrictions or any other reasons were not included and may have lower or higher fulfillment rates on western authority style.

Moreover, the fulfillment rate of western Leadership fashion can alter over time considering the truth that the members are modern to this Leadership fashion and may feel that their treatment did not work a handful of a long time afterward.

Besides, due to COVID-19 widespread malady, time limitation was connected to all governorates of Iraq, lockdown of streets and solidifying of gathering exercises influenced collecting information, and individuals were dreaded to reply to us and not grant space to inquire individual's questions.

Recommendations for Further Research

Assist inquire about might do a well agent quantitative ponder and incorporate numerous members to cover a bigger populace and see numerous viewpoints and encounters. This would offer assistance investigate diverse stories and pioneers and superior get it the western Leadership behaviors practiced in northern Iraq. It implies that it would grant more plenteous information that would offer assistance in understanding individuals more.

To which degree are the advancements connected to American impedances and more common Western support within the nation for the past seven a long time? Replying this address seem offer assistance Western on-screen characters discover ways to viably and capably take off Iraq to its individuals, subsequently characterizing their future part in this nation.

This inquire about found that the western Leadership hypothesis actualized by outsiders impacted workers working with Non-governmental organizations and can those representatives move towards tending to and fathoming the emergency; in this manner, the organizations ought to discover the foremost qualified pioneer at the national level who suits the current circumstance. This ponder recommended two fundamental authority styles for northern Iraq: transformational Leadership fashion and versatile authority styles.

The think about caught on how executing a transformational Leadership fashion among the Iraqi worker devotees will lead them to think as a pioneer centering on long haul than the show and how this Leadership fashion works.

This inquire about found that numerous Iraqi non-governmental organizations might not discover the desired pioneer candidates to actualize the western authority fashion at first but after seven a long time of having numerous expats from western nations had an impact on the national humanitarian workers to supplant them within the coming a long time. Assist considers might examine in case such employees' exhibitions are anticipated to take after such Leadership fashion. Assist thinks about can explore with the community and look for how viable pioneers who are not however at that level for the position are compared with those experienced and specialized in their work.

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Appendix: Informed Consent for Survey's Participants

Dear employees,

I hope my email finds you well.

My name is Jaber Hameed, and I am in the process of writing my MBA thesis titled "leadership management implementation on Iraqi Organizations to achieve the Master degree. I would like to conduct this survey which may take 15-20 mins of your time.

Participation in this study is completely voluntary. You are under no obligation to participate in the study and, if you do decide to participate, you may stop at any time. There will be no consequences for deciding not to participate or for deciding to stop participation in the study. All answers, as well as any identifying information of participating organizations, will remain anonymous. The information you provide will not be used for any purpose outside the scope of this research and will be safeguarded by the researcher.

This research project is being conducted by Jaber Hameed as part of the final MBA thesis process of the Master of Business Leadership at EIU University, Prais. If you have any inquiries about this research project, contact me,
+9647704925125

Thank & Regards,