Analytical Leadership Styles to Determine the Direction of an Organization

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Abstract: The purpose of this study is to describe analytical leadership style. The research method used is literature study. The results of the study indicate that the effectiveness of achieving organizational goals is highly dependent on the quality of assistance or cooperation created and developed by leaders, both individually and in groups within or outside the organization. To achieve the effectiveness of organizational goals, leadership theories and leadership styles are needed. An effective leadership style can provide motivation to work productively and achieve targets that have been designed and determined in advance. A great team comes from a great leader. One leadership style that refers to relevant data to deeply understand the direction of an organization is analytical leadership style. One leadership style that provides effectiveness is analytical leadership style. Because analytical leadership style is a leadership style that involves a data-based approach in every aspect of leadership. Leaders who use this approach focus on a deep understanding of data and matrices to determine the direction of the organization.

Keywords: Analytical leadership; Effectiveness; Organization

Introduction

Humans when born into this world have the talent to become leaders, leadership can be done for themselves or others. Every aspect of life is always closely related to the foundation of leadership. If humans can lead themselves well and correctly, then they can be said to be responsible at that time, do not focus leadership on things that complicate yourself or others. However, to become a leader can also be through a formation.

Leadership discusses how leadership makes the organization effective. The effectiveness of achieving organizational goals is very dependent on the quality of assistance or cooperation created and developed by leaders, both individually and in groups inside or outside the organization. To achieve the effectiveness of the organization's goals, leadership theories and leadership styles are needed.

The success or failure of an organization can be seen from the methods and performance of leaders at each level who have their own leadership styles. The movement, methods and development of an organization require good decisions and require leadership. Leadership is also a reason to form a reliable team. With a good team and leadership, all forms of challenges in an organization will be easy to overcome together.

An effective leadership style can provide motivation to work productively and achieve previously designed and determined targets. A great team comes from a great leader. One leadership style that refers to relevant data to deeply understand the direction of an organization is analytical leadership. Analytical leadership is a leadership style that involves a data-based approach in every aspect of leadership. Leaders who use this approach focus on a deep understanding of data and matrices to determine the direction of the organization.

Analytical leadership style is a leadership approach that focuses on using data and analysis to make better decisions in an organization. Leaders with this style tend to use data and metrics to understand situations and determine the direction of the organization.

Analytical leadership style, with its focus on data and analysis, can contribute positively to an organization's innovation, reputation, and performance. This style allows leaders to make more informed and strategic decisions, which in turn can improve the overall effectiveness of the organization.

Method

This study uses a library research method. Where this research is conducted by collecting data contained in literature books related to the problem being studied. In this writing, primary data is obtained from journals and previous writings while secondary data is found and collected by conducting a literature study, namely collecting data sourced from books. The information obtained is analyzed qualitatively, namely the analysis is carried out by understanding and arranging the data that has been collected and arranged systematically, after which a conclusion is drawn with a deductive mindset, namely a mindset based on general things and then a specific conclusion.

Result and Discussion

Understanding Analytical Leadership

Leadership is the activity of influencing people to cooperate toward some goal which come to find desirable, leadership is an activity to influence people to cooperate toward some goal which come to find desirable (Saputra, 2021). Leadership is the ability to create group action toward an organizational effectiveness and cooperation from each individual, (leadership is the ability of a person to create group activities in cooperation to achieve organizational goals (Freeman & Taylor, 1950).

Leadership is the aft of coordinating and motivating individuals and groups to achieve desired ends (Wilson, 2023). Leadership is the art of coordinating and motivating individuals between individuals and groups with groups to achieve desired goals. Leaderships is the art of inducing subordinates to accomplish their assignment with zeal and confidence, leadership is the art of persuading subordinates to complete their work with enthusiasm (Koontz & O'donnell, 1976). Leadership is a way of articulating a vision, realizing values, and creating an environment to achieve something.

Leadership is the ability to act outside the culture to initiate the process of evolutionary change to become more adaptive (Metcalf & Benn, 2013). Leadership is an activity to influence people in achieving organizational goals (Addin, 2020). Leadership is interpersonal influence, in certain situations and directly through the communication process to achieve one or more specific goals (Ruben & Gigliotti, 2016). Leadership is a process of giving meaning to collective efforts, and resulting in a willingness to make the desired effort to achieve goals. Leadership is the behavior of an individual who leads the activities of a group to a goal that will be achieved together (shared goal). Leadership is a process of influencing the activities of an organized group of people in their efforts to set and achieve goals (Stogdill, 1950). Leadership is the process of influencing the activities of an organized group towards achieving goals. Leadership is influencing others to exert more effort, direct their energy, in their tasks or change their behavior.

Definition of Leadership According to Indonesian Experts

Leadership is something inherent in a leader in the form of certain characteristics such as personality, ability, and capability, leadership as a series of leader activities that cannot be separated from the position and style or behavior of the leader himself (Yuliawan, 2011). Leadership is a series of arrangement activities in the form of the ability to influence the behavior of others in certain situations so that they are willing to work together to achieve predetermined goals (Sutarto, 2010). Leadership is the result of one-way influence, because leaders may have certain qualities that distinguish them from their followers (Moejiono, 2002).

The leader is a human individual who is entrusted to lead subordinates (followers) towards achieving predetermined goals (Musfah, 2022). A leader is someone who initiates social behavior by organizing, directing, organizing or controlling the efforts of others or through prestige, power, and position. In a limited sense, a leader is someone who guides, leads with the help of his persuasive qualities and voluntary acceptance by his followers.

The leadership is a science and art of influencing others or groups to act as expected to achieve goals effectively and efficiently. While analytical leadership is a leadership approach that emphasizes the use of data, in-depth analysis, and strategic thinking in the decision-making process. In the digital era, the ability to analyze data and predict challenges or opportunities has become an important aspect of leadership, both in the business sector and public organizations. Analytical leaders use data to evaluate decisions, understand patterns, and create long-term strategies that can overcome the uncertainty of the work environment.

Analytical leadership is one of the leadership models applied in organizations. Analytical leadership is known for their natural ability to analyze information using critical thinking skills (Englmaier et al., 2025). Analytical leadership thrives in careers that others may find challenging, because they operate and even absorb information differently than most people, traits that in

previous roles were strengths can turn into weaknesses when not balanced in leadership positions and realizing these potential weaknesses is key to developing optimal performance. Effective analytical leadership ensures that the right data and analysis are available, and that analysis has the skills and resources to answer the questions that matter most to society, so that analysis can effectively inform policy and decision making.

Basic Concepts of Analytical Leadership

Analytical leadership involves a data-driven approach in every aspect of leadership. Leaders who use this approach focus on a deep understanding of data and metrics to determine the direction of the organization. Key characteristics of analytical leaders include:

Critical thinking skills: able to analyze information carefully and make decisions based on relevant data. critical thinking is reasonable and reflective thinking focused on deciding what to believe or do, which means critical thinking is a reflective thinking process that focuses on deciding what to believe or do. Critical thinking skills.

Mastery of analytical tools: familiarity with data analysis tools, such as statistics and predictive models, helps leaders validate decisions. Adaptation to new data: analytical leaders are always open to the latest data and ready to adjust planned strategies.

Characteristics of Analytical Leadership

Effective leaders in implementing an analytical leadership style usually have special characteristics, including:

Orientation to detail: thoroughly researching information before making a decision. Resistance to pressure: the ability to stay focused on data even under pressure. Collaborative: encouraging teamwork to gain a broader perspective in data analysis (Yukl et al., 2019).

Benefits of Analytical Leadership

More accurate decision making: by relying on data, leaders can make more objective decisions. Faster problem solving: a data-driven approach allows for earlier identification of problems. Increased operational efficiency: deeply analyzed data can help optimize organizational resources (McAfee et al., 2012).

Challenges in Implementing Analytical Leadership

Resource constraints: not all organizations have access to sophisticated analytical tools. Data complexity: requires specialized skills to process and understand complex data. Resistance to change: some individuals or teams may be reluctant to accept decisions that are based entirely on data (Davenport & Harris, 2007).

Conclusions

An effective leadership style can provide motivation to work productively and achieve previously designed and determined targets. A great team comes from a great leader. One leadership style that refers to relevant data to deeply understand the direction of an organization is analytical leadership. Analytical leadership is a leadership approach that emphasizes the use of data, in-depth analysis, and strategic thinking in the decision-making process. Analytical leadership is a leadership style that involves a data-based approach in every aspect of leadership. Leaders who use this approach focus on a deep understanding of data and matrices to determine the direction of the organization.

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