

A Proposed Leadership Competency Model for Effective Organizational Change Intervention

Rein Coetzee¹, Jan Visagie¹ and Wilfred Ukpere²

¹School of Human Resources Science, North-West University, Potchefstroom, South Africa

*²Department of Industrial Psychology and People Management, Faculty of Management,
University of Johannesburg, South Africa*

KEYWORDS Leadership. Leadership Competencies. Leadership Models. Leadership in Change. Leading Change. Organisational Success. Values and Culture

ABSTRACT There are still several myths around leadership in spite of the fact that it is one of the most topical issues in modern organisations. The importance thereof and contributions of leadership in high performing organisations can never be underestimated. Leaders play an important role in an organisation as social architects by creating vision and strategic direction, building relationships, establishing culture and values and leading change. This article attempts to address specific requirements, by referring to relevant leadership competencies and providing more empowering views on the essence of leadership when dealing with organisational change issues. By referring to various models of leadership, emphases have been placed on the evolution of change leadership. This article also attempts to provide a new framework applicable to leading change successfully by applying a mixed method. The existing framework in the relevant company was reviewed in order to develop a new framework.