



DRIVING ORGANIZATION PERFORMANCE: AGILE LEADERSHIP IN HO CHI MINH CITY'S SMES

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Agile Leadership (AL) Background

Avery (2004) highlights agile leadership attributes: personal responsibility, adaptability, fostering collaboration, and effective response to change.

Gehler (2005) defines Agile Leaders as those who adapt, innovate, and develop future agile leaders.



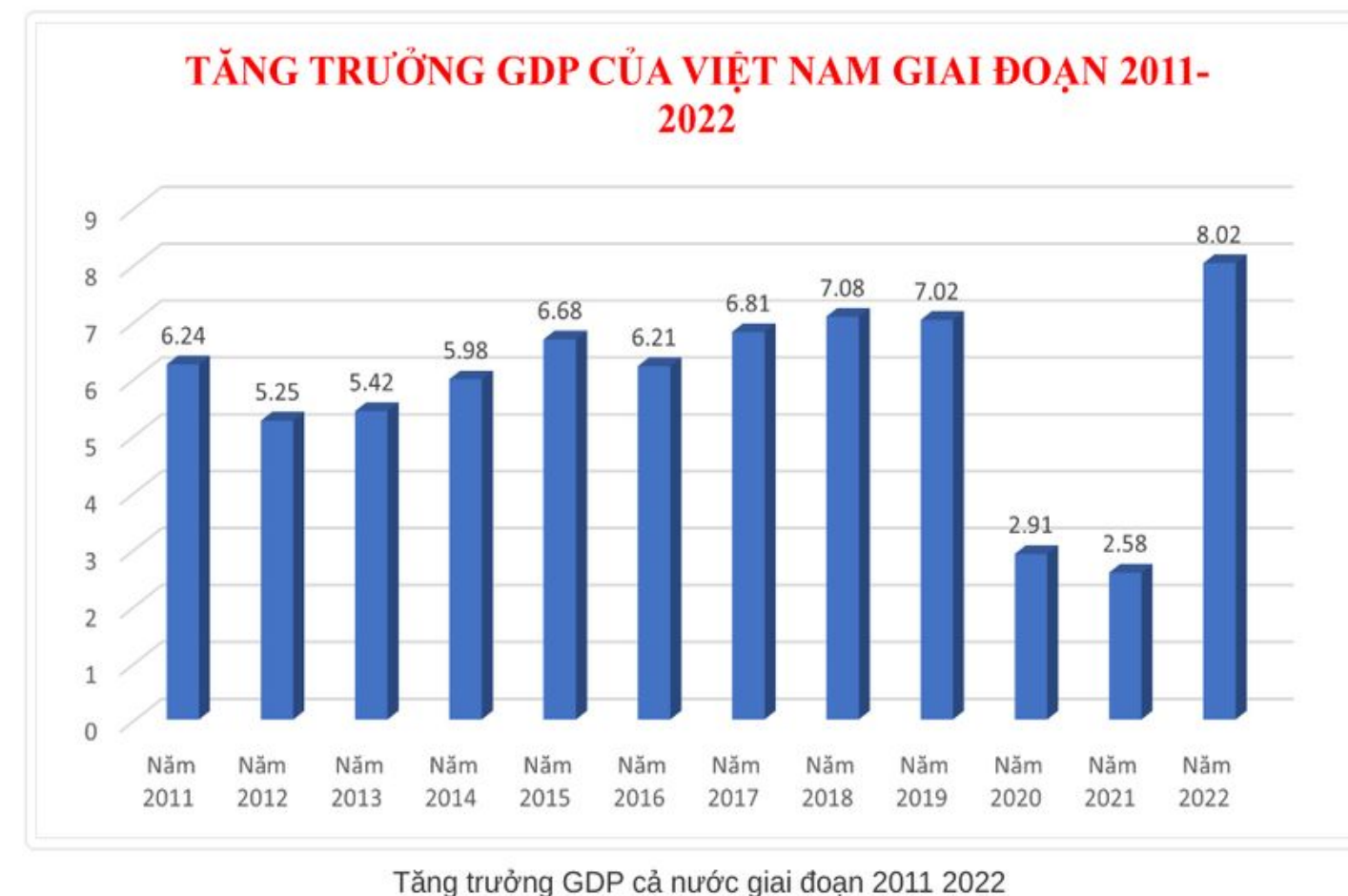
* Souce: Google Scholar
(Keyword: Agile-Leader, Agile-Leadership)

Agile leadership, known for flexibility and empowerment, suits VUCA environments, enabling swift responses with limited resources. (Akkaya & Sever, 2022).



Why Agile Leadership important in SMEs?

SMEs play a vital role in fostering economic health and development, particularly in developing countries. (Keskgn et al, 2010).



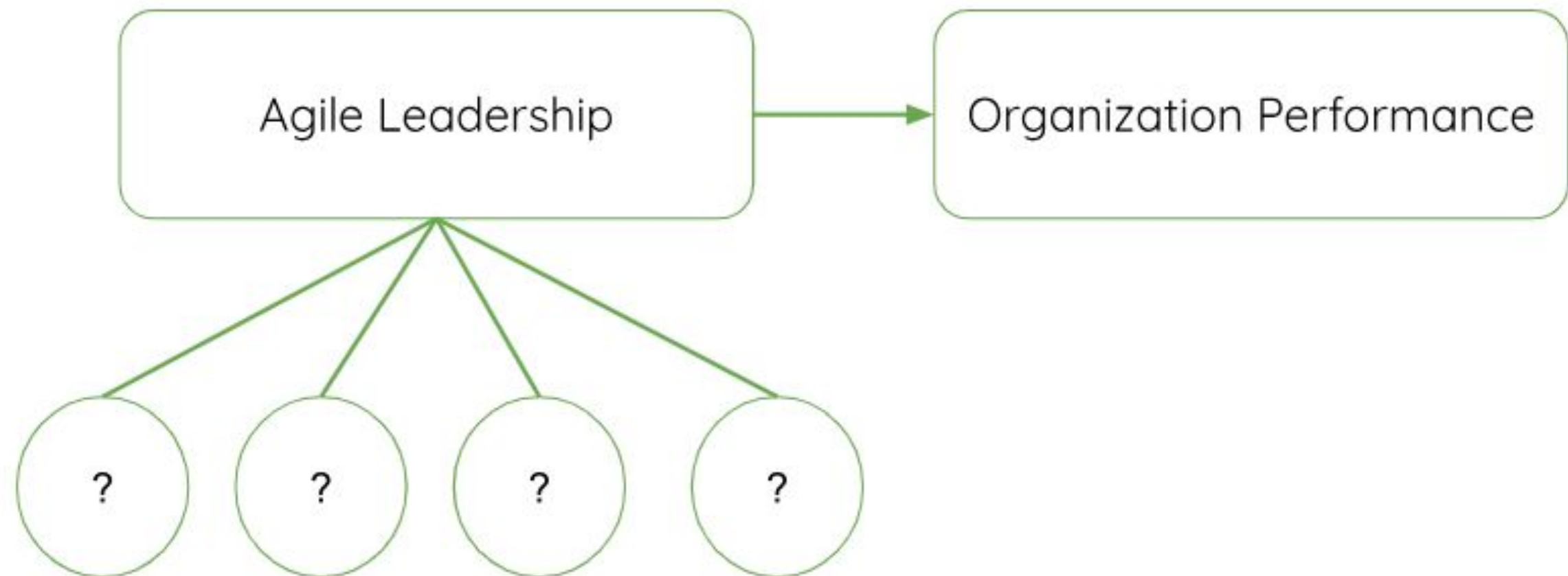
Vietnam: 811,000+ enterprises, 98.1% SMEs, 45% GDP. Since 2020, COVID-19 led to 50-90% revenue drop. Crucial: SMEs' post-pandemic growth through digital transformation. (Mic.gov.vn, 2022)

Leadership agility is vital for successful organizational digital transformation (Delioğlu & Uysal, 2022)



Research Objectives

This study identifies its dimensions and assesses their impact on organizational performance.





Literature Review

Organizational performance

Organizational performance includes stock market performance, growth, profitability, and liquidity.
(Hamann et al, 2013)

Agile Leadership

Agile leadership is the dynamic ability to sense and respond to business environment changes with focused, fast, and flexible actions.
(Horney et al, 2010)

People Management

In Agile environments, a leader's crucial attributes include people and team management skills.
(Almeida & Simões, 2021)

Strategic Agility

Agile teams can employ strategic tools for market-creating innovations, delivering new customer value.
(Denning, 2017)

Adaptability

Agile leaders adapt to complexity and embrace changes in thinking when confronted with new information.
(Neubauer et al, 2017)

Collaboration Culture

Agile leaders prioritize collaboration, adapt to change effectively, and emphasize customer value.
(Akkaya & Sever, 2022)

INTRODUCTION

LITERATURE REVIEW

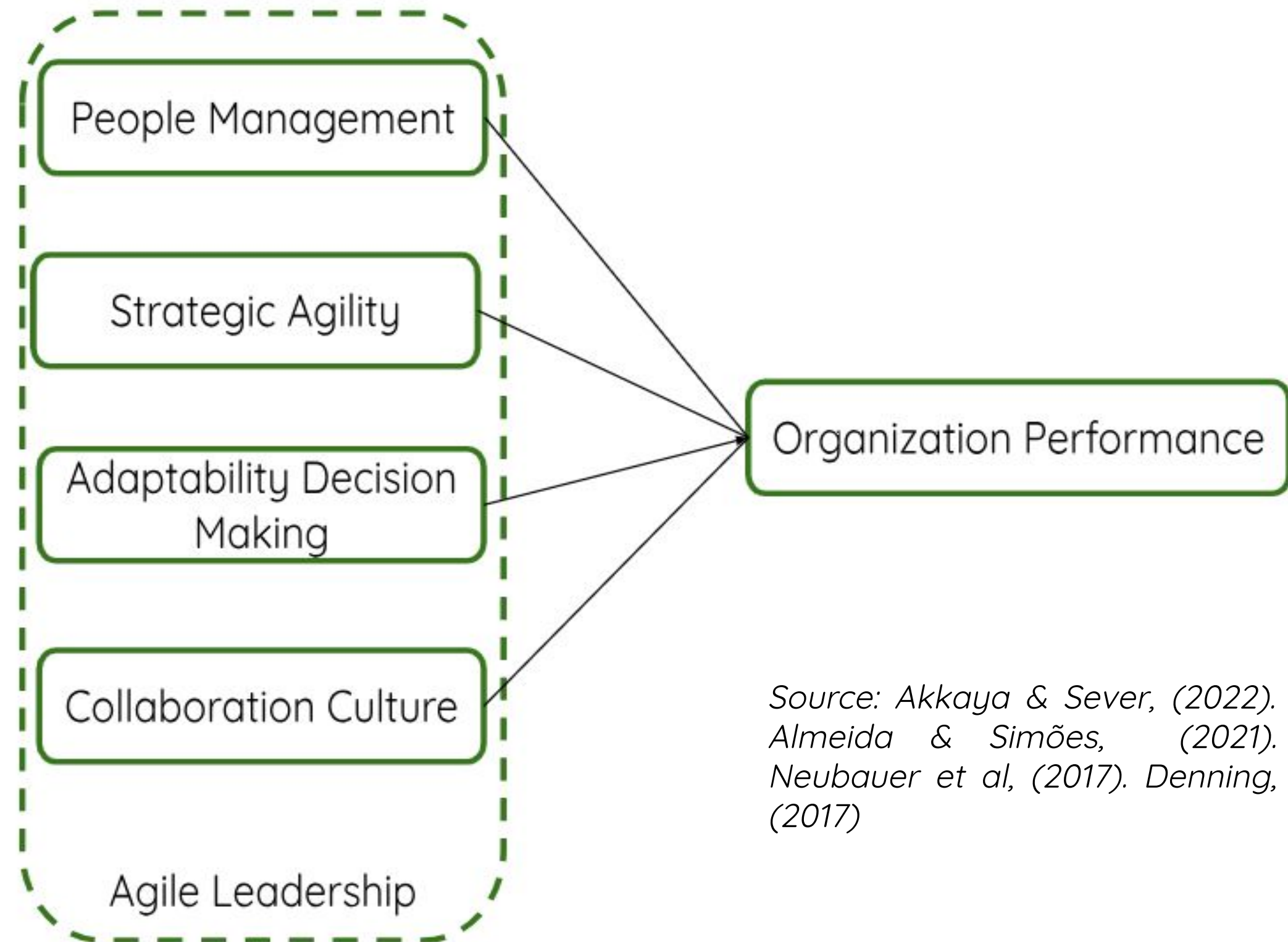


METHODOLOGY

DATA ANALYSIS

**CONCLUSION &
RECOMMENDATION**

Theory Framework



*Source: Akkaya & Sever, (2022).
Almeida & Simões, (2021).
Neubauer et al, (2017). Denning,
(2017)*

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Research Methodology

Respondents: SMEs in Ho Chi Minh city

Sample size: 100 companies

Data collection method: Questionnaire by Google Form

Data analysis methods: Frequency (for demography), Reliability tests (Cronbach α), Hypothesis testing (MLR)

Analysis tool: PSPP open source software

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CONCLUSION & RECOMMANDATION

Data Analysis

REGRESSION

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/VARIABLES= PeopleManagement StrategicAgility AdaptabilityDecisionMaking CommunicationAndCo.
/DEPENDENT= OrganizationPerformance
/METHOD=ENTER
/STATISTICS=COEFF R ANOVA.

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Model Summary (OrganizationPerformance)

R	R Square	Adjusted R Square	Std. Error of the Estimate
.63	.39	.36	.70

ANOVA (OrganizationPerformance)

	Sum of Squares	df	Mean Square	F	Sig.
Regression	22.81	4	5.70	11.54	.000
Residual	35.08	71	.49		
Total	57.89	75			

Coefficients (OrganizationPerformance)

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.31	.47	.00	2.77	.007
PeopleManagement	.17	.20	.15	.84	.403
StrategicAgility	.53	.14	.53	3.68	.000
AdaptabilityDecisionMaking	-.32	.24	-.28	-1.34	.185
CommunicationAndCollaboration	.26	.22	.23	1.19	.237

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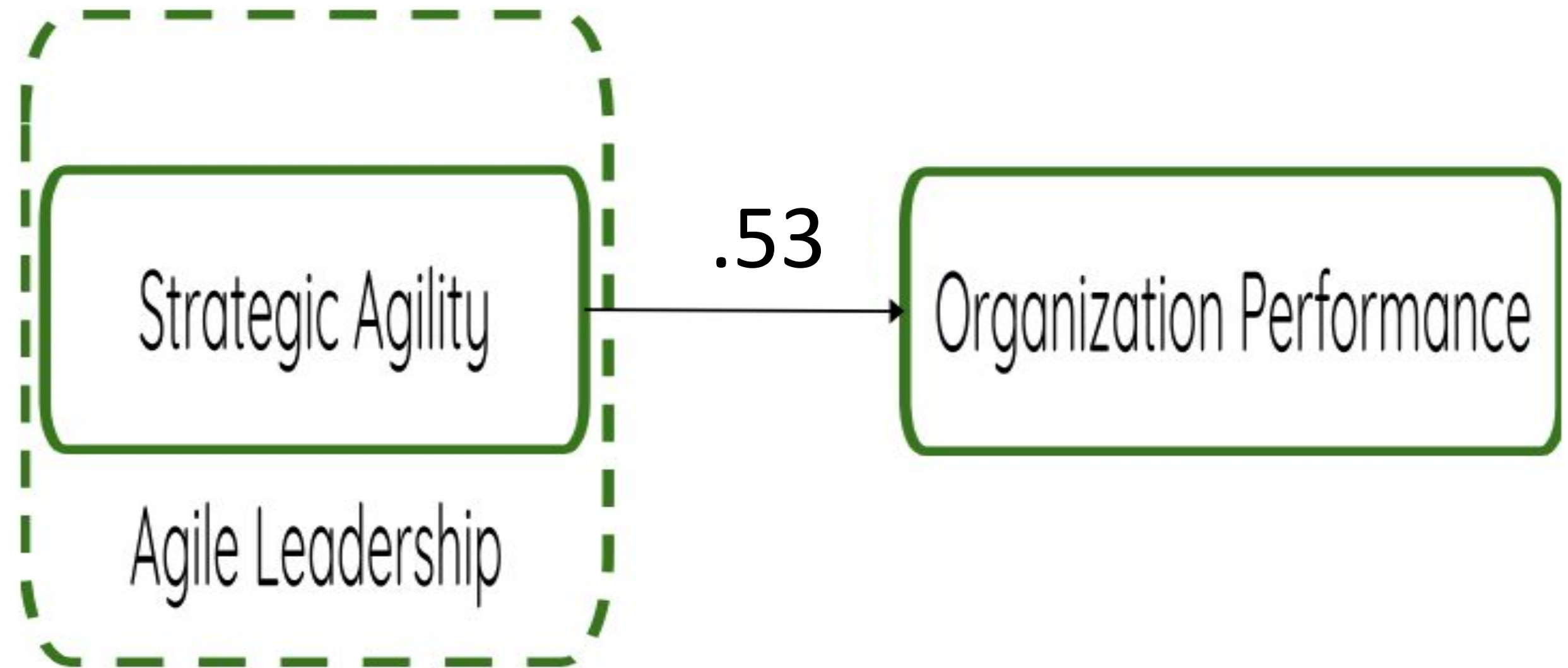
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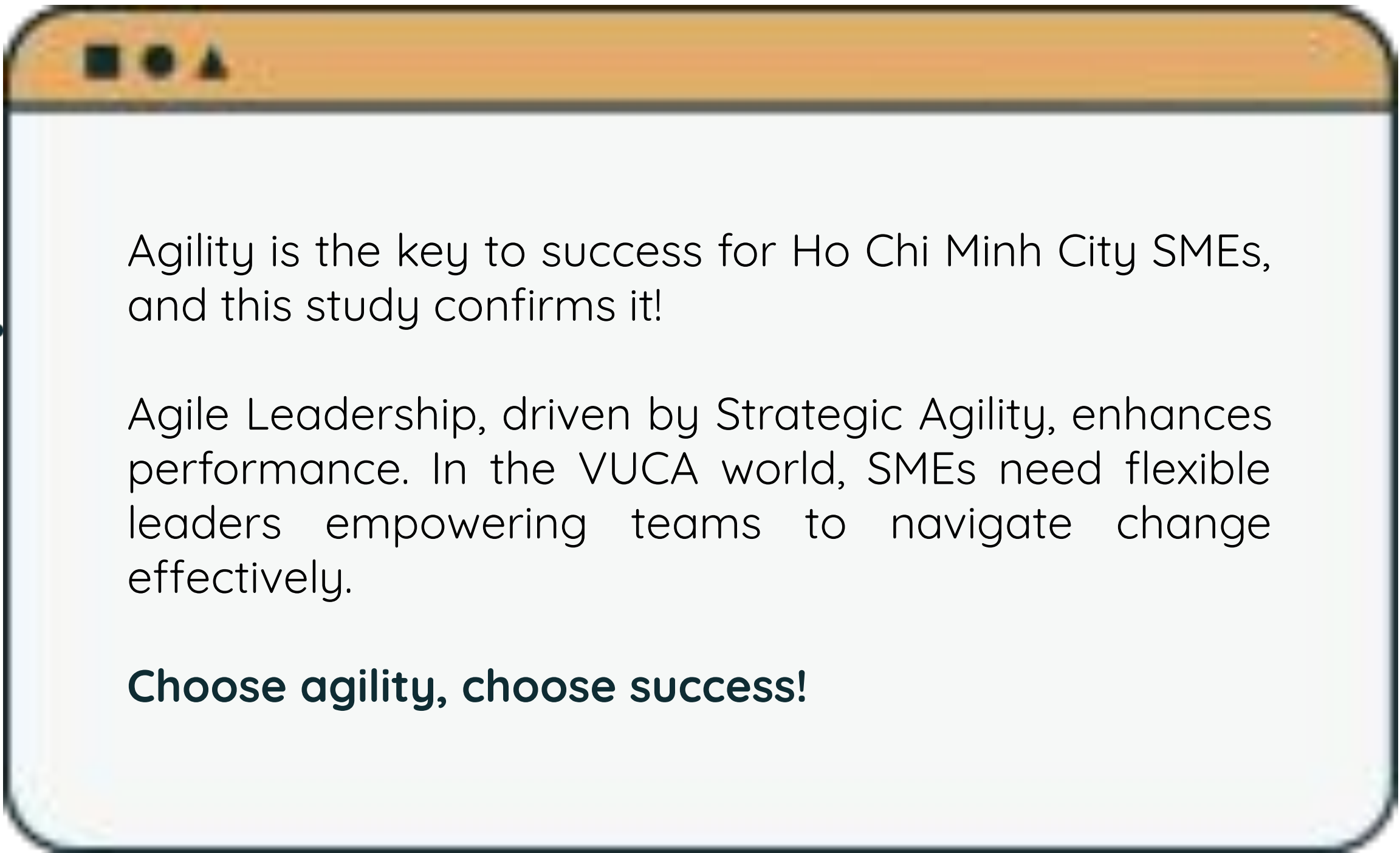

**CONCLUSION &
RECOMMENDATION**

Research Findings





CONCLUSION



Agility is the key to success for Ho Chi Minh City SMEs, and this study confirms it!

Agile Leadership, driven by Strategic Agility, enhances performance. In the VUCA world, SMEs need flexible leaders empowering teams to navigate change effectively.

Choose agility, choose success!



RECOMMENDATIONS



For SMEs

- Prioritize training and development programs.
- Implement Agile methodologies.
- Foster a culture of agility

For future research

- Investigate the specific characteristics of successful Agile Leaders in the SME context.
- Explore challenges and solutions for SMEs adopting Agile Leadership.



THANK YOU

Presentation by Tra Hang

