
Principal Leadership Innovation in Conflict Management

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Abstract

The author wrote this paper with the aim of fulfilling a college assignment as well as education for school principals, where the principal is a central figure in managing all aspects related to education in a school institution, especially in this paper is how the figure of the principal must be alert in innovating to overcome all problems that arise during the education process. With all the limitations of time and material, this paper uses a qualitative research method because it is more effective by collecting journal texts that have been done by previous researchers. In short, innovation is change. Management according to the term or language comes from Latin, namely manus which has the meaning in English "to control by hand" or gain "result" which means producing or controlling with power. An innovative leader is a leader who is able to provide creative ideas, make wise decisions quickly, is able to solve problems with effective solutions and is able to guide subordinates to process and develop (Noviyanty, 2020: 34). Louis Soares et al (2019) in his book Innovative Leadership in his latest study describes several activities or work carried out by innovative educational leaders in America, namely: Innovative leadership refers to the introduction of new methods, products, services, techniques, or ideas to meet individual needs and find solutions to current and future problems.

Keywords

Conflict Management, Innovation, Leadership, Principal



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1. INTRODUCTION

Education is a key element for the advancement of a nation. Education requires an understanding of the importance of improving the quality of education in schools. Building a quality school will certainly involve many factors, where the principal is the main key and is one of the most important strategic factors in developing a quality school, especially in his role as a captain who determines the direction and goals to be achieved by the school. Strategies in improving the quality of education are needed in order to solve problems, one

of which is the lack of empowerment and the lack of optimization of all resources available in schools..

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2. METHOD

This research is a qualitative descriptive study. This method is a research procedure that produces descriptive data in the form of written or spoken words from people and observable behavior. Bogdan and Tailor explain that qualitative research is a research procedure that produces descriptive data in the form of written or spoken words from people and observable behavior (Moleong, 2006).

These data sources include various related journal literature and scientific journals accessed through online databases. Data collection techniques used online searches using specific keywords, qualitative observations of information found in the literature, and thorough document analysis. All data was analyzed by identifying key themes, summarizing important information, conducting comparative analysis, and interpreting findings to draw strong conclusions.

3. RESULTS AND DISCUSSION

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Innovation comes from the Latin word innovation which means renewal and change. Innovation is a new change that leads to another improvement or is different from the previous one, which is done intentionally and planned (not just by chance) (Udin, 2012; 2). Another opinion was expressed by Shavinia (2009) that innovation is the implementation of ideas into practice in the form of new products, processes, and services, not only about originality, the right ideas and creativity that are built but also about implementation into practice.

The term "management" comes from the Latin word "manus," which means "to control by hand" or "gain," meaning "to produce or control by power." The literal translation of the word "management" means "to process," "to manage," "to organize," and the like. According to the Great Dictionary of the Indonesian Language, management can be defined as the use of authority to achieve goals by organizational leaders in the context of running and administering the organization (Ministry of National Education, 2008:870).

An innovative leader is one who is able to provide creative ideas, make wise decisions quickly, solve problems with effective solutions, and guide subordinates to progress and

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development (Noviyanty, 2020:34). Louis Soares et al. (2019) in their book *Innovative Leadership* in their latest study outlines several activities or tasks carried out by innovative educational leaders in America, as follows:

- a) developing and empowering senior teams
- b) emphasize strategic decision making and a data-driven decision-making culture
- c) culture of shared engagement
- d) turning crisis into opportunity
- e) communicating and implementing programs
- f) involved in organizational activities formally and informally.

Innovative leadership refers to the introduction of new methods, products, services, techniques, or ideas to meet individual needs and find solutions to current and future problems. Innovative leadership is currently needed in every type of organization. Therefore, organizations need to adopt new methods and ways of doing things to stay competitive. Fragouli and Korres (2017) revealed five steps leaders can follow to become innovative. These are as follows:

- a) Leaders need to abandon the notion of “best practices.” Best practices, in this context, refer to things that others have done and that have yielded positive results. Innovative leaders shouldn't be the type of person who sticks to a particular method of doing things but should encourage their employees to experiment and take risks.
- b) Accelerated decision-making, Decisions made by an innovative leader are different from most people. Because these leaders have strong self-confidence and trust in their members; thus, decisions are made quickly.
- c) Allowing members to carry out some initiatives or solve problems, An innovative leader is one who knows when to involve himself in problem solving or initiatives and when to let his members handle it.
- d) Tolerance of failure, An innovative leader must train themselves and train their team members on how to avoid the fear of failure. Failure should only be used as a lesson and use one's strengths, not one's weaknesses, to achieve future goals.
- e) Recognition and Rewards. To create an innovative workforce, they must appreciate the innovative ideas generated by members by giving them rewards.

The strategies or approaches that are often used to become an innovative leader are as follows:

- a) Facilitative Strategy: Facilitative strategies are used to reform the educational field. For example, if changes or renewals are needed in the teaching and learning process. If a facilitative method is used for this reason, the restoration program will provide various necessary facilities and resources.

b) Educational Strategy, an instructional technique carried out by conveying reality in full with the intention of utilizing reality or data to decide on the steps to be taken. The reason is that individuals will be truly able to recognize reality and choose attitudes to direct the way they behave when reality is shown to them..

c) Persuasion strategy, a social change program that uses a system of influence, means that the goal of social change is achieved by convincing (persuading) the goal of progress (educators) to follow the regulated social change. The methodology of influence can find success whenever it is seen from a normative perspective and provides accurate reality.

d) Coercion Strategy: The things that are forced are forms of the expected target outcomes. The capacity to allow coercion depends on the control relationship between the change implementer and the target. Therefore, the proportion of the results of the change target depends on the fulfillment of the change implementation.

4. CONCLUSION

Innovation comes from the Latin word *innovatio*, which means renewal and change. Management, according to the term or language, comes from the Latin word *manus*, which means "to control by hand" or gain "result," which means to produce or control with power. An innovative leader is a leader who is able to provide creative ideas, make wise decisions quickly, solve problems with effective solutions, and guide subordinates to process and develop (Noviyanty, 2020:34). Louis Soares et al. (2019) in their book *Innovative Leadership* in their latest study describe several activities or work carried out by innovative educational leaders in America, as follows: Innovative leadership refers to the introduction of new methods, products, services, techniques, or ideas to meet individual needs and find solutions to current and future problems. Fragouli and Korres (2017) revealed five steps that leaders can follow to become innovative. a) Leaders need to get rid of the idea of "best practices." Best practices in this context refer to things that are done by others, and the results are positive. b) Accelerated decision-making, Decisions made by an innovative leader are different from most people. d) Tolerance to failure, An innovative leader must train themselves and train their team members on how to avoid the fear of failure. To create an innovative workforce, they must value the innovative ideas generated by members by giving them awards. a) Facilitative Strategy, Facilitative strategy is used to renew the educational field. If for this reason the facilitative method is used, the restoration program carried out provides various facilities and necessary means. b) Educational Strategy, instructive techniques are carried out by conveying reality in full with the intention of utilizing reality or data to decide the steps to be taken. c) Persuasion strategy, a social

change program that uses a system of influence, meaning that the goal of social change is achieved by convincing (tempting) so that the goal of progress (educators) will follow the regulated social change. The methodology of influence can find success whenever it is seen from a normative reason and provides the right reality. d) Coercion Strategy, Things that are forced are a form of expected target results.

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