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The Impact of Conscious Leadership in Supporting the Requirements of Strategic Renewal: An Analytical Study in the Iraqi Ministry of Planning

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Abstract:

The current research aims to explore the relationship and impact of conscious leadership, (self-awareness, awareness of others, and situational awareness), on strategic renewal, (context, content, process). The research problem relies on the following question: Do the responsible leaders in the Ministry of Planning possess a level of awareness to meet the requirements of strategic renewal for the present and the future? The research community consists of top and middle leaders in the Ministry of Planning, totaling 100 out of 104. Data analysis was conducted using statistical software, including SPSS v.26, Amoss v.29, and Picelscp Professor. Among the key findings, it is stressed that there is a need to enhance the importance of self-awareness, awareness of others, and situational awareness. The necessity of working on developing the process of identifying errors, addressing them, and the ability to take action can lead to base on the nature of employees' work and responsibility in the field of strategic planning for important projects and pathways supporting the national economy in the future.

Paper type : Research paper

Keywords: Conscious leadership, Strategic renewal, Ministry of Planning, Academic leaders.

1. Introduction:

The study of conscious leadership has gained significant importance in the contemporary era to address various crises through coordinating efforts, exchanging experiences, and sharing information among management levels within an organization. Today, many organizations need sustainable strategic renewal to cope with the pressures of new technology. Institutions need to respond to changes and strategic renewal, has become an integral part of the management and strategic planning process. Organizations should review and reassess their current strategies and develop new ones. One of the key responsibilities of academic leaders is to adopt conscious leadership as a fundamental factor in promoting strategic renewal. The current research aims to address the main question: there are key aspects limiting attention to work, monitoring the implementation of strategy, and a shortage of resources. A necessary support is required for conducting studies related to the variables of conscious leadership and strategic renewal.

1.1 Literature review:

Many studies have addressed conscious leadership as follows:

Hofmann (2008) described the leader as a person who brings a deeper sense of reality and self-awareness to the organization and has a superior perspective on leading people. The nature of conscious leadership is not limited to plain cognitive ideas, but it involves an explicit intention to act consciously, and becomes aware of every aspect of your various conscious dimensions.

Al-Amadi (2010) emphasized the importance of having conscious leadership within any organization that aspires to excellence, he noted that the key components of management include having a leader with awareness and understanding of the organization's surrounding circumstances, such a leader contributes to the organization's stability, supports its capabilities in the long run, and faces challenges and problems The more distinguished and creative the leadership is, with the skills it possesses, the more it can succeed and excel.

Jones (2012) stated preparing leaders to be responsible and conscious is of utmost importance, especially regarding responding to continuous change and transformation. Sufficient for making decisions and solving real-life problems, they develop the necessary skills for leadership within organizations.

Marantic (2018) stated that leadership is a theory based on social and cultural knowledge that allows leaders to perceive patterns in the environment, see the interconnections between various problems, engage in a collaborative leadership style, and ensure solutions are attained.

Many studies have addressed strategic renewal as follows:

Gilbert (2016) stated that there are two aspects of the organization that requires renewal. The first aspect involves assessing the foundational elements of the organization itself, including design, values, and people within the organization. The second aspect includes evaluating the structures and processes that become an expression of the organizational philosophy, as well as developing the ability to undergo both internal and external change. Internal development enables the company to leverage and protect its specific knowledge while coordinating its developmental activities

Humaidau (2017) explained that a strategic renewal is an administrative process involving the modification and replacement of the organization's current business model, utilizing available opportunities in the external environment, and addressing environmental changes in the long term.

The study by (Ginsberg and Guth, 2021) describes a renewal process as the transformation in organizations to energize the core ideas upon which they are built. It emphasized that not all recently adopted strategies should be viewed as seeking strategic renewal. Strategic renewal in the organization involves the complete or partial recovery or replacement of strategic features such as goals, products, services, resources, capabilities, etc.

Kevin (2022) mentioned that renewal is the process involving changes in context, content, and operation, with the ability to significantly impact the long-term outlook of the organization. It entails recovering or replacing the features or characteristics of the organization including, capabilities, structures, processes, and systems, and providing a foundation for growth and prosperity.

The studies have linked the variable of conscious leadership with strategic renewal.

A study by Sunindijo (2012) explained that conscious leadership plays a crucial role in achieving strategic renewal. Conscious leaders are those who possess vision, inspiration, and the ability to motivate and guide teams towards change and innovation. They encourage employees to break barriers, think outside the box, and experiment with new ideas. Moreover, they can translate the vision into practical strategies, effectively implement them through continuous interaction with their teams, and direct them toward strategic renewal. Conscious leaders can inspire employees to develop creative and innovative capabilities, foster a culture of flexibility, and change within the organization.

Abdulwahab (2022) mentioned conscious leadership is the most crucial element for achieving renewal, as it serves as the primary source for the continuity and vitality of the organization, contributing significantly to its success. Conscious leadership plays a pivotal role in renewal through its practices within the organization, serving as a determinant of the success or failure of business organizations. Additionally, it enhances organizational performance by influencing and improving the performance of individuals within the organization and ensuring the development and improvement of its services and the achievement of its goals

Strategic renewal is a process of analyzing and updating the vision, goals, procedures, and resources to achieve better success in the future. This process involves being attentive to new developments in the industry or market, identifying strengths, weaknesses, opportunities, threats, and ensuring the development of plans and strategies

The problem of the research focuses on the issue that there is limited interest in strategic renewal due to a lack of attention to work and monitoring the implementation of strategies, limited attention to conscious leadership methods, and limited interest in strategic renewal. This is compounded by the shortage of resources and necessary support for conducting studies related to conscious leadership and strategic renewal due to financial constraints and the limited allocation of resources needed to develop leadership capabilities and implement strategic plans. To better understand the situation, specific questions were posed, including:

1. Do you believe that responsible leaders in the ministry are aware of present and future requirements?
2. Is there any measures taken to increase awareness levels among officials in central and local administrations?
3. What are the problems and difficulties the ministry faces in carrying out strategic renewal operations, if any?

The objectives of this research are as follows:

1. Identify the cognitive and conceptual aspects of conscious leadership and strategic renewal in the Ministry of Planning and Development.
2. Analyze the indicators of strategic renewal and their impact on the dimensions of conscious leadership.
3. Determine the level and value of the interrelationship between the variables under study: conscious leadership and strategic renewal in the Ministry.
4. Determine the level of the impact of conscious leadership in achieving strategic renewal by prioritizing and focusing on the application level of each variable in the study in the Iraqi Ministry of Planning.

2. Material and Methods:

After identifying the research problem and achieving its objectives, a descriptive-analytical approach was adopted in this study. A questionnaire containing research variables was used to collect the required data. Based on this, scientific results were obtained that the researcher can rely on in studying the current situation through observation and understanding of its content. A detailed description of these results was provided to answer the research questions.

2.1 Research Tools:

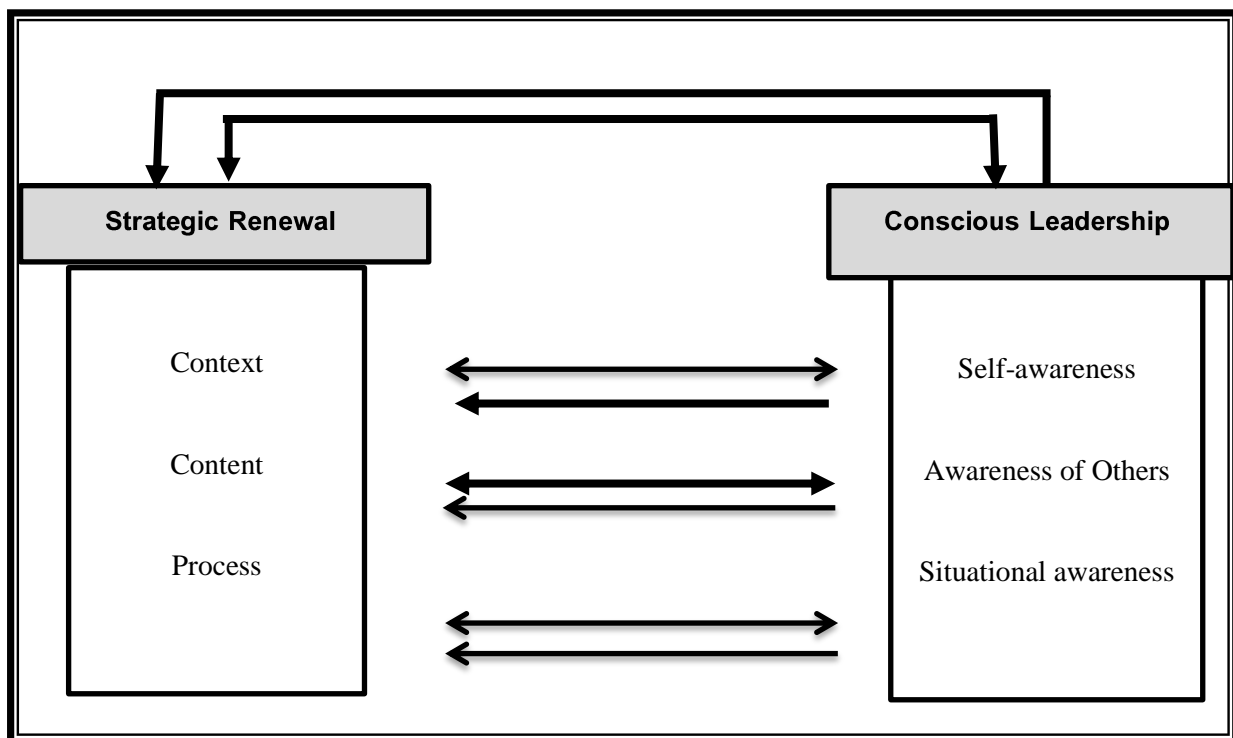
The researcher relied on the questionnaire as a primary tool for collecting data and information related to the practical aspect. The Likert five-point scale was used in this research, which is one of the most widely, used scales and methods in the fields of management and social sciences due to its precision and clarity.

2.2 Data Analysis Tool:

Current research has used many statistical methods using ready-to-use software such as SPSS-V26 and AMOS v.29, the goal was to test and measure research hypotheses and find descriptive and deductive statistical values, as well as hypotheses and statistical tools such as Pearson correlation coefficient and simple linear regression.

2.3 The Hypothetical Study Framework:

The theoretical framework of the study, aimed at addressing the research questions and testing the proposed hypothesis, involves the adoption of a set of hypotheses. This can be visualized in Figure.



Source: Conducted by the researcher
Figure 1: The hypothetical framework

2.4 The Research hypotheses:

In continuation of the study requirements and to address the questions posed in the research problem and test its theoretical framework, the study relied on formulating a set of hypotheses as follows:

There is a statistically significant relationship between conscious leadership and strategic innovation. Sub-hypotheses derive from these main hypotheses.

1. Sub-hypothesis 1: Conscious leadership affects contextual dimension statistically.
2. Sub-hypothesis 2: Conscious leadership affects content dimension statistically.
3. Sub-hypothesis 3: Conscious leadership affects process dimension statistically.

2.5 Conscious leadership:

The topic of leadership has garnered the attention of researchers and thinkers due to its importance in enhancing an organization's position and striving to achieve its goals. The role of a leader is manifested in their responsibility to coordinate the efforts of their subordinates, motivating and improving their performance based on their abilities and skills. And the more efficient and skilled leadership is, the more positively it impacts the organization. Leaders are creative individuals who seek opportunities and uplift the institutions they lead (Al-Husseini, 2015). leadership plays a crucial role in crisis management by coordinating efforts, exchanging expertise and information across administrative levels within the organization, and addressing crises as swiftly as possible (Saham, 2021) In the modern era, adapting to change requires a new leadership approach to stay connected and confront various changes (Eric, 2021). (Rosen, 2018) Mentioned that leaders play a crucial role in guiding the organization toward achieving the highest levels of performance and shaping behavior that aligns with the organization's goals. He pointed out (Alalak and Raheemah, 2023) that preparing conscious and responsible leaders are of utmost importance, as they need to possess the necessary skills for making life decisions. (Ahmed, 2022) defines conscious leadership as the power through which an organization can achieve high levels of organizational performance by having leaders with more complex thinking skills Conscious leadership encompasses several.

The researcher observes that conscious leadership is a process grounded in the natural awareness of the variables surrounding the organization. This leads to activating the leader's ability to ensure the interaction of subordinates in addressing the current and future challenges that the organization may face

2.5.1 Dimensions of Conscious Leadership:

2.5.1.1 Self-awareness:

Self-awareness is essential for effective leadership, as self-aware leaders can self-organize and change their behavior to meet the organization's needs. Self-awareness means an individual's awareness of their feelings when they occur and continuous attention to their internal state. This kind of self-reflective awareness allows the mind to observe and monitor the experiences and emotions that the individual goes through, thus forming the basis for self-confidence (Al-Taha, 2022).

2.5.1.2 Awareness:

Situational awareness is achieved by conscious leaders through possessing a conscious vision and a futuristic outlook that goes beyond ordinary logical thinking. They combine logical thinking with mental intuition to understand the situation, bridging discipline, harmony, and trust embodied in their intuitive wisdom (Hadi, 2021).

2.5.1.3 Situational awareness:

Situational awareness involves perceiving environmental elements within a volume of time and space, understanding their meaning, and projecting their future position (Ortiz, 2022). Awareness of others refers to the extent to which conscious leaders are aware of the thinking style of others or the individuals under their supervision. This makes it easier for conscious leaders to reach them. This depends on conscious leadership and its style of mutual dialogue with others. Awareness of others involves a set of non-cognitive abilities and skills that enhance

a person's ability to successfully deal with environmental pressures and constraints, independence, and self-realization (Rasooli, 2019). Personal competencies for the leader are determined by the following: self-motivation, self-awareness, and emotion management. If a person possesses these three determinants, they likely have a high level of personal competence. These competencies reflect the intellectual level of the individual based on their ability (Gazzaz and Serhan, 2019).

2.6 The Concept of Strategic Renewal:

This entry is considered one of the most important and challenging aspects of strategic change, as it requires the availability of human resources characterized by efficiency and the necessary capabilities to achieve success, progress, and adapt to external developments. The concept of renewal and updating has been defined by (Schmitt et al, 2016) as the process that allows organizations to change their course through a transformation in their strategies, intentions, and capabilities.

Change in strategies, functions, and organizational structures are necessary for adapting to developments in the external environment (Aliwi and Kazem, 2021). Some researchers have treated strategic renewal as a one-dimensional conceptual framework, envisioned through multiple expressions that can be exchanged within the organization. However (Mielcreek, 2018) views strategic renewal as a pattern of development required in response to changes in the environment, identifying strategic directions and choices. On the other hand (Kevin, 2022) defines strategic renewal as a process involving changes in context, content, and the ability to significantly impact the organization's long-term outlook. It involves regaining or replacing the organization's features, characteristics, capabilities, structures, processes, and systems. Thus, that can provide the foundation for growth and prosperity.

2.6.1 Dimensions of Strategic Renewal:

2.6.1.1 Context:

Context reflects the extent of an organization's interaction with the external environment, determining the path it will follow. Strategic renewal process will take place often either exploring new opportunities or exploiting available ones (Hopkins et al, 2013). Context discusses the subject of strategic renewal and the nature of the environments in which organizations operate. Therefore, context indicates results from the organization's interaction with the environment strategically which means can't work or emerge separated in organizational isolation (Hassan, 2022).

2.6.1.2 Content:

Content, as perceived by (Shin and Nordtvedt, 2020), refers to how the process of strategic renewal occurs by focusing on two fundamental aspects: exploring opportunities and exploiting opportunities, which are referred to as exploratory strategic renewal actions. These actions represent long-term strategic renewal initiatives, such as starting a new business, launching new products, services, and technologies, and engaging in new markets or geographical areas. Such actions add new activities to the organization and enhance its capabilities or expand the company's geographic scope. In this regard, exploratory strategic renewal actions create new paths or alter current ones and are considered relatively radical or divergent strategic transformations (Kwee, 2011).

2.6.1.3 Process:

The process dimension of strategic renewal is measured through the proportion of strategic action volatility, represented by the standard deviation of the proportion of strategic renewal actions over a specific period. This reflects the extent to which the organization adapts to the changes in its work environment. (Flier, 2003) These steps and procedures involve taking action to achieve the desired change and improvement. These steps include analyzing the internal and external environment, assessing available capabilities and resources, developing specific action plans and programs, implementing the necessary changes, and monitoring and evaluating the results. The importance of strategic renewal lies in three fundamental concepts:

understanding the organization's lifecycle, clear determination of self-integration, and self-awareness. Strategic renewal is considered a dynamic process of modifying or replacing certain organizational activities, and this process contributes to dealing effectively with the external environment (Al-kubaisy, 2022).

2.7. Descriptive analysis of research variables:

2.7.1 First: Descriptive Analysis of the Conscious Leadership Variable:

Using statistical methods (variance coefficient, standard deviation, and arithmetic mean) to describe and analyze the conscious leadership variable. This variable consists of three dimensions as outlined in the survey, as shown in the following table:

Table 1: Results of Descriptive Analysis for the Conscious Leadership Variable

A	Dimension	Arithmetic Mean	Standard Deviation	Coefficient of Variation	Ranking Importance
1	Self-awareness	3.544	0.688	19.42%	3
2	Awareness of others	3.844	0.694	18.04%	1
3	Situation-awareness	3.8	0.723	19.02%	2

Source: Outputs of (SPSS V.28)

From the results in the table above, it is evident that:

1. Self-awareness dimension: In this dimension, the level of self-awareness of the employees at the Ministry of Planning is measured. The average score for this dimension was 3.544, indicating relatively high availability, reflecting the average ratings provided by the sample regarding self-awareness. The standard deviation was 0.688, indicating the degree of variation in opinions about this dimension. The variation coefficient was 19.42%, showing the relative variability in responses regarding this dimension. Lastly, the ranking importance is given as 3, indicating that self-awareness is considered an important aspect of the ministry's work, but not the most important among the other studied dimensions of the conscious leadership variable.

2. The dimension of awareness of others: This dimension sheds light on the level of awareness of others among employees in the ministry. The average score for this dimension was 3.844, indicating a high availability, suggesting an average of positive assessments regarding awareness of others. The standard deviation was 0.694, showing a variance in opinions about this dimension. The coefficient of variation was 18.04%, indicating the relative degree of variation in assessments about this dimension. Lastly, the rank's importance is 1, indicating that awareness of others is considered an important and prominent aspect among the other dimensions studied for conscious leadership variables. However, it needs further development to enhance leadership capabilities in the ministry center by supporting the requirements of awareness of others.

3. Situation awareness: In this dimension, employees' awareness of the situation they face at work is measured. The mean score for this dimension was recorded as 3.800, indicating relatively high and somewhat limited availability, suggesting a high average rating of situational awareness. The standard deviation was 0.723, indicating the degree of variation in opinions about this dimension. The variance coefficient reached 19.02%, indicating the relative diversity in evaluations. Lastly, a ranking importance of 2 was given, indicating that situational awareness is considered an important aspect of a certain degree of significance within the ministry's context.

2.7.2 Descriptive Analysis of the Strategic Renewal :

Using statistical methods (variance coefficient, standard deviation, and arithmetic mean) to describe and analyze the strategic renewal variable. This variable consists of three dimensions as outlined in the survey, as shown in the following table:

Table 2: Results of Descriptive Analysis for the Strategic Renewal

A	Dimension	Arithmetic Mean	Standard Deviation	Coefficient of Variation	Ranking Importance
1	Context	3.568	0.543	15.21%	2
2	Content	3.385	0.442	13.07%	1
3	Process	3.108	0.496	15.97%	3
	Strategic Renewal Variable	3.353	0.415	12.39%	

From the results of the table above, it can be observed:

1. Context Dimension: In this dimension, the level of context surrounding the work in the Ministry of Planning is measured. The arithmetic mean for this dimension was 3.568, indicating a high availability. This suggests an average assessment by the sample regarding the importance of context in the work. The standard deviation for this dimension is 0.543, showing the degree of variation in opinions about this dimension and the variation in assessments. The variance coefficient for this dimension is 15.21%, indicating the relative variability in responses to this dimension. It is ranked 2 in terms of importance, indicating the significance of context in the planning process.

2. Content Dimension: This dimension sheds light on the level of content and information available to employees in the Ministry. The arithmetic mean for this dimension was 3.385, indicating moderate availability. This suggests positive average assessments regarding the quality of content and available information. The standard deviation for this dimension is 0.442, showing differences in opinions about this dimension and variations in assessments. The variance coefficient for this dimension is 13.07%, indicating the relative variability in responses to this dimension.

3. Process Dimension: This dimension measures the level of process and the efficiency of functional procedures in the Ministry. The arithmetic mean for this dimension was 3.108, indicating moderate availability. This suggests average assessments regarding the quality of processes and procedures. The standard deviation for this dimension is 0.496, showing differences in opinions about this dimension and variations in assessments. The variance coefficient for this dimension is 15.97%, indicating the relative variability in responses to this dimension and variations in assessments.

2.8. Secondly: Hypothesis Testing:

2.8.1 The hypothesis test the main effect: There is no significant effect when indicating (0.05) of conscious leadership in strategic renewal.

Table (3) shows the values obtained from the SPSS program, which relate to analyzing the impact of conscious leadership on strategic renewal. The results can be summarized as follows:

1. The value of the factor (α) amounted to (1.320), which is the lowest value for strategic renewal. The value of the coefficient (β) amounted to (0.545), which is positive and moral value at the level of significance (0.05). This value represents the percentage (54.5%) of the direct impact of conscious leadership in strategic renewal. This means that an increase in conscious leadership leads to an increase in the strategic renewal of individuals.

2. The value of the determination coefficient (R^2) reached (0.613), which indicates that the percentage (61.3%) of the variance in strategic renewal can be interpreted by conscious leadership. This indicates the importance of conscious leadership in explaining the differences in strategic renewal between individuals.

3. The calculated F test was (155.416) and had significance (sig. = 0.000 <0.05). This indicates that conscious driving data can predict the change in the strategic renewal of individuals. In other words, conscious leadership has a moral and strong impact on the strategic renewal of individuals.

Based on the previous results, the researcher rejects the second main hypothesis, which states that there is no significant effect when indicating (0.05) of conscious leadership in strategic renewal. Consequently, the researcher accepts the alternative hypothesis that benefits there is a significant effect when indicating (0.05) for conscious leadership in strategic renewal.

Table 3: Results of the linear regression of the two variables (conscious leadership, strategic renewal)

Sig.	F-Test	R ²	Sig.	t(β)	β	A
0.000	155.416	0.613	0.000	12.467	0.545	1.320

2.8.2 The first sub-hypothesis test: There is no significant effect when indicating (0.05) for self-awareness in strategic renewal.

Table (4) shows the values obtained from the (SPSS) program, which relate to the analysis of the effect of self-awareness in strategic renewal. The results can be summarized as follows:

1. The value of the factor (α) amounted to (1.887), which is the lowest value for strategic renewal.
2. The value of the coefficient (β) amounted to (0.414), which is positive and moral value at the level of significance (0.05). This value represents the percentage (41.4%) of the direct impact of self-awareness in strategic renewal. This means that an increase in self-awareness leads to an increase in the strategic renewal of individuals.
3. The value of the determination coefficient (R²) reached (0.470), which indicates that the percentage (47%) of the variance in strategic renewal can be interpreted by self-awareness. This indicates the importance of self-awareness in explaining the differences in the strategic renewal between individuals.
4. The calculated F test reached (86,820) and had significance (sig. = 0.000 <0.05). This indicates that self-awareness data can predict the change in the strategic renewal of individuals. In other words, self-awareness has a moral and strong impact on the strategic renewal of individuals.

Based on the previous results, the researcher rejects the first sub-hypothesis, which states that there is no significant effect when indicating (0.05) of conscious leadership in strategic renewal. Consequently, the researcher accepts the alternative hypothesis that benefits there is a significant effect when indicating (0.05) for conscious leadership in strategic renewal. Table (6) Results of the linear regression of the two variables (self-awareness, strategic renewal)

Table 4: Results of the linear regression of the two variables (self-awareness, strategic renewal)

Sig.	F-Test	R ²	Sig.	t(β)	β	A
0.000	86.820	0.470	0.000	9.318	0.414	1.887

2.8.3 The second sub-hypothesis test: There is no significant effect when indicating (0.05) to be aware of others in strategic renewal.

Table (5) shows the values obtained from the (SPSS) program, which relate to analyzing the effect of awareness of others in strategic renewal. The results can be summarized as follows:

1. The value of the factor (α) amounted to (1.686), which is the lowest value for strategic renewal.

2. The value of the coefficient (β) amounted to (0.434), which is positive and moral value at the level of significance (0.05). This value represents the percentage (43.4%) of the direct impact of awareness of others in strategic renewal. This means that an increase in awareness of others leads to an increase in the strategic renewal of individuals.

3. The value of the determination coefficient (R^2) reached (0.525), which indicates that the percentage (52.5%) of the variation in the strategic renewal can be explained by the awareness of others. This indicates the importance of awareness of others in explaining the differences in the strategic renewal between individuals.

4. The calculated test of (108.297) and had significance (sig. = 0.000 < 0.05). This indicates that awareness of others can predict the change in the strategic renewal of individuals. In other words, awareness of others has a moral and strong impact on the strategic renewal of individuals.

Based on the previous results, the researcher rejects the second sub-hypothesis, which states that there is no significant effect when indicating (0.05) to lead others in strategic renewal. Consequently, the researcher accepts the alternative hypothesis that there is a significant effect when indicating (0.05) to lead others in strategic renewal.

Table 5: The results of the linear regression of the two variables (awareness of others , strategic renewal)

Sig.	F-Test	R ²	Sig.	t(β)	β	A
0.000	108.297	0.525	0.000	10.407	0.434	1.686

2.8.4 The third sub-hypothesis test aimed to determine whether there is a significant effect when considering (0.05) as a benchmark for awareness of the situation in strategic renewal.

Table (6) displays values obtained from the SPSS program used to analyze the impact of situational awareness on strategic renewal. The results can be summarized as follows:

1. The factor value (α) stood at (2.340), the lowest for strategic renewal.

2. The coefficient value (β) was (0.340), positively significant at the (0.05) level. This value represents a 34% direct impact of situational awareness on strategic renewal, indicating that increased awareness directly relates to enhanced strategic renewal.

3. The determination coefficient (R^2) reached (0.350), implying that 35% of the variance in strategic renewal can be explained by situational awareness. This underscores the significance of understanding others in elucidating differences in individual strategic renewal.

4. The calculated f-test yielded (52.662) with a significance level of (sig. = 0.000 < 0.05). This implies that situational awareness can predict changes in individual strategic renewal significantly. In essence, situational awareness profoundly influences strategic renewal.

Based on these findings, the researcher rejects the third sub-hypothesis, asserting that there indeed exists a significant effect when considering (0.05) as a reference point for situational awareness impacting strategic renewal. Consequently, the alternative hypothesis is accepted, confirming the significant effect of situational awareness on leading strategic renewal.

Table 6: contains the results of the linear regression analysis for the two variables (awareness of attitude and strategic renewal).

Sig.	F-Test	R ²	Sig.	t(β)	β	A
0.000	52.662	0.350	0.000	7.257	0.340	2.340

3. Results Discussion:

1. Ministry officials are greatly concerned with identifying errors and addressing them effectively at a well-administrative level, contributing to the improvement of service quality and making constructive decisions

2. Leaders need to enhance the evidence of the importance of mutual understanding and comprehensive information exchange in their work context. There's a necessity to boost communication and understanding among departments and employees within the institution to ensure effective information flow.

3. The leaders have a reasonable awareness of the threats facing the ministry. However, the limited variation in responses indicates a lack of sufficient concern about the threats.

4. Employees are capable of providing effectively open communication channels between the Ministry of Planning and other institutions. Employees in the Ministry of Planning and other institutions are now able to share knowledge and experiences, enhancing the capacity for mutual learning and performance improvement, and achieving common goals more effectively.

5. It can be said that the ministry positively responds to challenges and changes by experimenting with innovative work methods. The readiness for evolution and continuous improvement, despite the need to enhance innovation cases, are positive aspects that contributed to developing work methods and increasing efficiency.

4. Conclusion:

1. The application of the Ministry of Planning's responsibility to identify and address errors is a vital step in improving the performance and goals of the ministry. Identifying the errors and issues that the ministry may encounter in its work allowed officials to recognize areas that need improvement and intervene to overcome challenges. Emphasizing the identification and handling of errors has increased transparency within the ministry. Recognizing and actively addressing errors builds a transparent and honest work environment.

2. There is an interest in the interests of relevant ministries and institutions to enhance coordination among stakeholders. Through the exchange of information and collaborative cooperation, which enabled the alignment of plans, policies, and the activation of joint efforts to achieve national goals? This also contributed to achieving economic efficiency in available resources. When different entities work in an integrated and harmonious manner, duplication and wastage of resources can be avoided

3. The results indicate that planning officials analyze situations from different perspectives, which has enabled the ministry to enhance transparency and participation. It has also contributed to building trust among citizens and effective participation in the planning process. The ministry was able to evaluate different alternatives and determine the optimal approach. This has made decisions more accurate and effective in achieving the suitable results.

4. The presence of open communication channels has improved the level of cooperation and integration between the ministry and other institutions. This has led to better results and improved the effectiveness of development efforts. Open communication channels allowed for the exchange of information and experiences between the ministry and other institutions. This exchange has improved knowledge levels and updated methods and practices

5. The ministry's readiness to experiment with innovative methods has improved the efficiency and effectiveness of its activities. It has benefited from new approaches that have improved performance and achieved desired results. The ministry has been able to achieve sustainable development more effectively. Investing in innovation has contributed to achieving a balance between economic, social, and environmental dimensions of development.

6. The repetition of strategic activities with positive results has allowed the ministry to benefit from previous experiences and learn from them. It has contributed to improving efficiency, implementation, and the effective achievement of desired results. The ministry has ensured the continuity of these results and the achievement of sustainable development

7. The results show that strategic renewal is of paramount importance to conscious leadership. However, conscious leadership is more prevalent in the Ministry of Planning than strategic renewal.

8. Conscious leadership positively influences strategic renewal. The dimensions of conscious leadership, self-awareness, awareness of others, and situational awareness, have also positively influenced strategic renewal.

Authors Declaration:

Conflicts of Interest: None

-We Hereby Confirm That All The Figures and Tables In The Manuscript Are Mine and Ours. Besides, The Figures and Images, Which are Not Mine, Have Been Permitted Republication and Attached to The Manuscript.

- Ethical Clearance: The Research Was Approved By The Local Ethical Committee in The University.

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تأثير القيادة الواعية في دعم متطلبات التجديد الاستراتيجي في وزارة التخطيط العراقية

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مستخلص البحث :

يهدف البحث الحالي هو استكشاف علاقة تأثير القيادة الواعية بأبعادها (الوعي الذاتي، ووعي الآخرين، الوعي الظرفي)، في التجديد الاستراتيجي بأبعاده (السياق، المحتوى، العملية). وتتمحور مشكلة البحث في التساؤل التالي: هل تمتلك القيادات المسؤولة في الوزارة مستوى من الوعي لتلبية متطلبات التجديد الاستراتيجي للحاضر والمستقبل؟ يتكون مجتمع البحث من القيادات العليا والمتوسطة في الوزارة، حيث بلغ عددهم 100 من أصل 104. وتم تحليل البيانات باستخدام البرامج الإحصائية، بما في ذلك (SPSS v.26، Amoss v.29، وPicelscp Profssior). ومن اهم النتائج الرئيسية اظهرت الحاجة الى تعزيز أهمية الوعي الذاتي والوعي بالآخرين والموقف، لأسباب تعود الى ضرورة العمل على تطوير عملية تحديد الأخطاء وسبل معالجتها والقدرة على اتخاذ الاجراءات استنادا الى طبيعة عملها ومسؤوليتها في مجال التخطيط الاستراتيجي لمستقبل المشاريع المهمة ومسارات دعم الاقتصاد الوطني.
المصطلحات الرئيسية للبحث: القيادة الواعية، التجديد الاستراتيجي، الوعي الذاتي، المحتوى.

*البحث مستل من رسالة ماجستير