



Adopting Chameleon Style of Leadership

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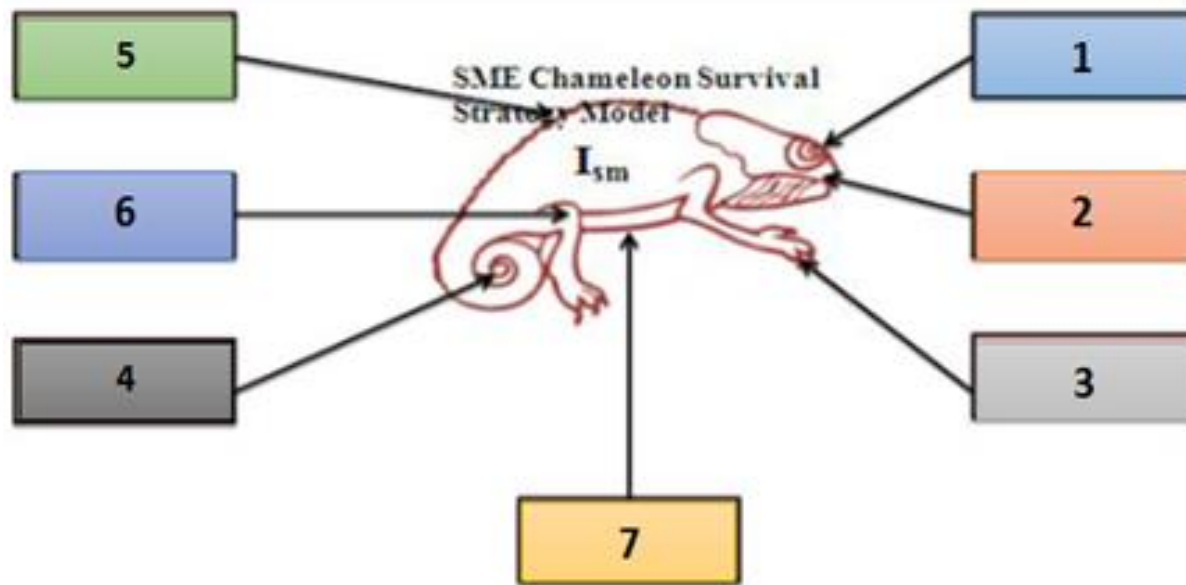
Abstract

- This study focused on adopting the concept of “Chameleon Leadership”, the capacity to be able to amend your tactics, much as a chameleon does to improve organizational performance

The Concept of Chameleon Leadership

- Chameleon leaders act like the chameleon, an animal where it resorts to coloration when faced with danger. Instead of confrontation, escape or surrender, it seeks deception and masking to hide its real face.

Characteristics of Chameleon



#	Characteristics of The Chameleon (the lizard)	Characteristics of Chameleon Leadership
1	Ability for the eyes to move independently	A continuous and multi-pronged observation of the environment, accompanied by a capacity to respond effectively to the environment.
2	Tongue can be launched to catch the prey	Employ unique attributes and abilities in order to gain a competitive advantage, and then work to maximize the capabilities that competitors lack.
3	Special feet able to hold things	Strengthen the organization's position in the market and make the organization resistant to vibrations in its area of operation
4	long tail supports body balance and is capable of maneuverability	Strength and stability of operations, which gives them the ability to establish their own market presence.
5	Skin cells are able to change their color	Adapting to changes and developments in the environment, this adjustment must focus on staying and reforming the strategic vision.
6	Cautious and deliberate movements	Effective strategic formulation and implementation, by taking caution when the organization conducts its calculations in order to ensure a successful future.
7	Strategic positioning capabilities	Strategic positioning for survival, Therefore, the system cannot be working in isolation from the environment and this highlights the role and importance of strategic positioning in the success of the organization

Dimensions of chameleon leadership

- 1. External Locus of Control: Indicates the amount of control individuals believe over the consequences and actions affecting their lives



Dimensions of chameleon leadership

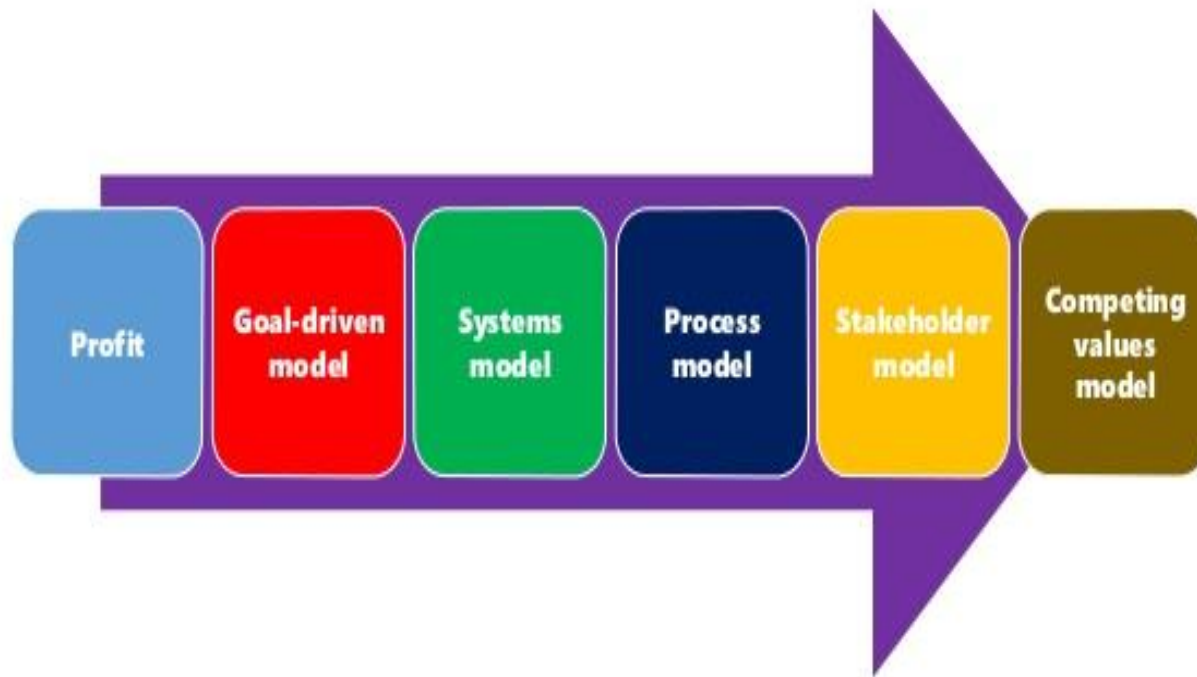
- 2. Relativistic Beliefs: Have a tendency to win at the expense of others because of the loss of moral judgment



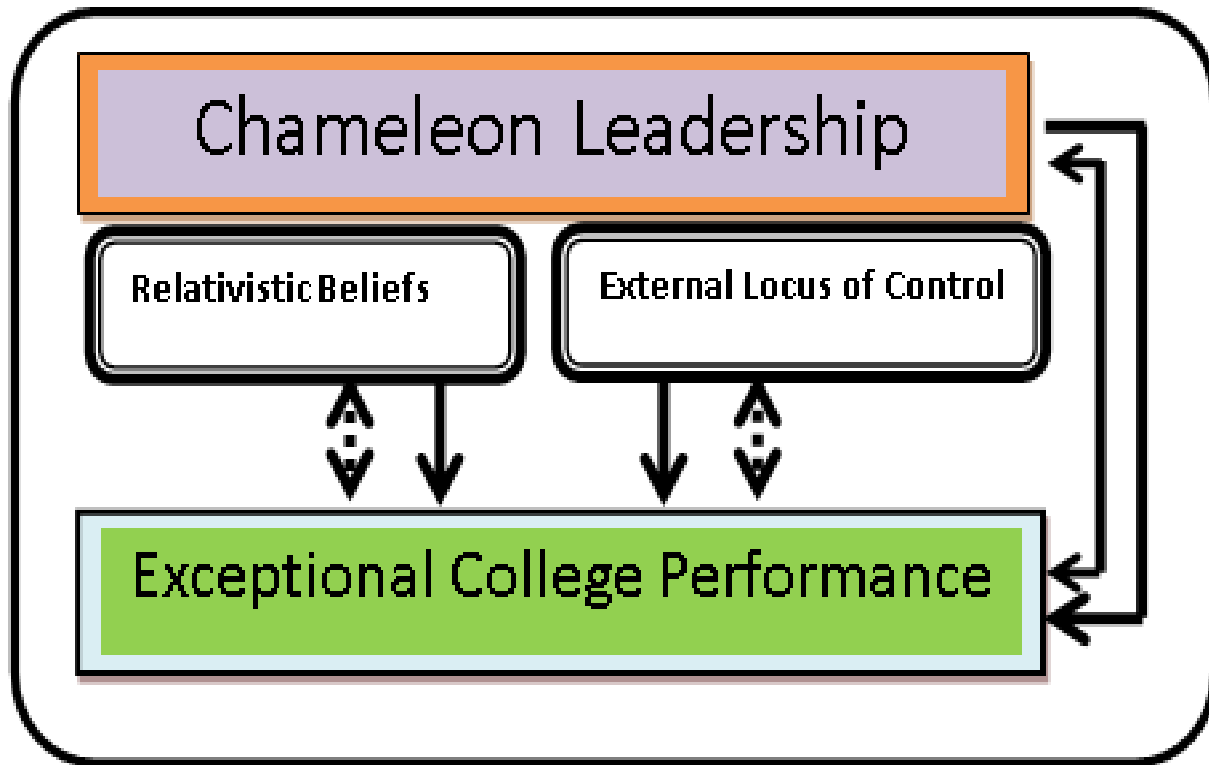
Outstanding University Performance

- Outstanding performance is the highest level of output that can be achieved by individuals working in an organization

Evaluating organisational performance



Research model



hypothesis

- The key hypothesis of this study: There is a significant relationship between chameleon style of leadership and outstanding university performance

CONCLUSION



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- 1. There is a significant relationship between chameleon style of leadership and stakeholders.
- 2. There is a significant relationship between chameleon style of leadership and operations.
- 3. There is a significant relationship between chameleon style of leadership and resources.
- 4. There is a significant relationship between chameleon style of leadership and organizational culture.