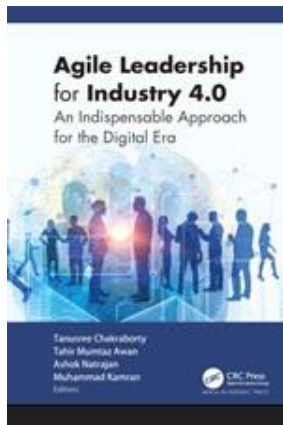


PM WORLD BOOK REVIEW



Book Title: ***Agile leadership for industry 4.0: An indispensable approach for the digital era***

Authors: **Chakraborty, T., Awan, T., Ashok, N. Kamran, M.**

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Reviewer: **Dr. RonAmber Deloney, PMP**

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Introduction

In the book “Agile leadership for industry 4.0: An indispensable approach for the digital era”, editors Chakraborty et al. (2023) have assembled experts and scholars to discuss an array of best practices and agile leadership characteristics for Industry 4.0 professionals. Industry 4.0, also known as the fourth industrial revolution, describes the current era of rapidly evolving tech driven innovations and capabilities. A key position of the book is that as technology has advanced over time, new economic realities that force organization leaders to adapt to new ways of thinking and working to thrive have been created.

The book’s main argument is that in this current era of rapid digitization, to be truly agile, leaders will need to understand the value in the interconnectedness of AI powered technologies and establish business processes and mindsets for integrating new technological skills and awareness into an organization’s culture. This agile mindset will equip leaders to continually propel and improve the business forward. Business leaders who can strategically integrate new technologies through processes and programs that align human resources and business infrastructure are considered agile and will be most prepared to help their organizations compete as various markets for valuable goods and services continue to expand in response to the introduction of progressively capable technologies.

Overview of Book’s Structure

The book includes 19 chapters, each featuring a scholarly article where authors discuss issues and concerns in agile leadership that have emerged since the presence of the pandemic and Industry 4.0. Across the 19 articles, three main themes are highlighted: how the COVID-19 pandemic shifted theories of agile leadership; the importance of virtual leadership in the work-from-home era; and the role of human resources in agile leadership. Each chapter contextualizes its research focus through a recap of important features of previous industrial revolutions to remind the reader

that advancements in technology have been the driving force of business practices since the 19th century. With each new industrial era, leadership frameworks evolve, and the challenges leaders face across many areas of organizational, technological, and human resource development call for improved leadership skillsets.

Highlights

Topics like the power of empathy for leadership agility address the need for emotionally intelligent leaders who approach management through a cognitive lens and understand the impacts of new global workforce challenges on emotional well-being. Other topics such as the role of big data in agile business management argue in support of leaders with informed leadership practices driven by data analytics. A major position of the book is on the current digital economy and how technologies such as IoT (internet of things), 5G connectivity, virtual and augmented reality, cloud technology, and AI and cyber-physical systems have shifted and decentralized the dynamics of employment, organizational structure, and entrepreneurship. Real time communication and automation present the potential for more flexible work dynamics and more capable business approaches. As a result, agile leaders need to be knowledgeable, quick-thinking, and responsive in their leadership style so the transition to an Industry 4.0 mindset is both smart, forward thinking, and innovative.

Highlights: What I liked!

I enjoyed the detailed discussions of the four Industrial Revolutions to clearly outline how we arrived at Industry 4.0 over the past 200 years. According to the book, since the 19th century, we have been on an emergent journey towards data, software, and networked communications. Beginning with the discovery of steam power, then electricity and mass production, to electronics, internet, and now integrated virtual technology, our evolution as digital citizens has consistently grown wiser. It is clear the authors believe leaders who value and accept the inevitability of change will have an attitude of tech adoption and not tech aversion.

Who might benefit from the Book?

This book is beneficial for managers, leaders, or anyone interested in leadership development with concerns on how to realize new opportunities for business and employee development in the face of new technology. Anyone concerned about the impact of technology on jobs will find this book explains how, although, the expansion of technology inevitably disrupts the employment landscape, a new labor and job frontier is always delivered.

Conclusion

In conclusion, “Agile leadership for industry 4.0: An interdisciplinary approach for the digital era” provides a review of scholarly writing on leadership agility for Industry 4.0. As technologies are continually integrated into business frameworks, strategic leaders who face the volatility, uncertainty, complexity, and ambiguity of a tech evolved

business landscape should adapt their management of employees, business processes, and organizational culture through innovative, tech forward actions. The capacity to do this represents the characteristics needed for today's agile-minded leader. Professionals who remain flexible to change and knowledgeable in their relevant fields have the best chance of being successful in their leadership roles during the Industry 4.0 era.

[For more about this book, click here.](#)

About the Reviewer



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Dr. RonAmber Deloney is a native of Dallas, Texas. She is a PMP certified project manager in the enterprise learning and development and non-profit and community programs fields. She is fluent in German, a Fulbright alumna to Berlin, Germany, and currently on the Fulbright Specialist roster. Her research areas are tech literacy development for underserved communities, global leadership development through cross-cultural training and study abroad, social justice education through the arts, and international human resource management. She has BAs in English and German from Austin College, an MA in Arts Politics from NYU, an MEd in Adolescent Education from St. John's University, and an EdD in Global Training and Development from Northcentral University.

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