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Challenges And Opportunities In The Development Of Management Competences For Intelligent Organizational Sustainability

ABSTRACT

The study entitled "Challenges and Opportunities Presented by Intelligent Management Models for Organizational Sustainability" aims to explore how intelligent management models contribute to organizational sustainability, identifying both the challenges and opportunities they present. A documentary analysis methodology was used, based on an exhaustive review of the relevant scientific and academic literature on intelligent management, organizational sustainability and leadership. The results obtained show that smart management models offer various opportunities to improve decision-making, optimize resources, foster sustainable innovation and strengthen corporate social responsibility (CSR). However, there are also significant challenges, such as resistance to change, lack of adequate training and the complexity of integrating new technologies with existing systems. These obstacles must be addressed to achieve successful implementation of smart models. The literature reviewed highlights the need for transformational leadership, capable of facilitating the adoption of these technologies through change management strategies and ongoing staff training. In conclusion, smart management models have great potential to contribute to organizational sustainability, but to take advantage of their benefits it is necessary to overcome the identified barriers. Organizations must adopt a gradual and strategic implementation strategy, focused on the development of key competencies and on building an organizational culture that favors innovation and adaptation. Proactive and transformational leadership is essential to ensure the success of the transition to smart sustainability.

Descriptors: Challenges, Opportunities, Development, Competencies, Managerial Sustainability, Organizational, Smart

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