

**ADAPTIVE LEADERSHIP PRACTICES FOR DIGITAL TRANSFORMATION IN  
MID-SIZED TECHNOLOGY FIRMS**

by

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School of Business, Technology, and Health Care Administration

A Capstone Work Presented in Partial Fulfillment

Of the Requirements for the Degree

Doctor of Business Administration

Organizational Leadership and Development

Capella University

13 September 2025

## **Professional Development Plan**

Being a doctoral researcher with a main focus on transformational leadership and digital technologies in supply chain resilience, I understand the value and need for applied research skills to gain evidence-based insights to tackle real-world challenges. Growth potential in the domain involves further building up on the skills to conduct qualitative inquiry, thematic analysis and translate to actionable strategies (Yeboah et al., 2025). To combine leadership concepts with digital-based innovations in a dynamic global supply chain landscape demands an advanced academic rigor and precision in the methodologies. My higher-level skills in applied research will enable me to provide meaningful applications for helping the organization run efficiently and sustain the workforce in emergencies. Insights will assist in aligning leadership practices with the adoption of digital tools and the strategies that will drive an adaptable, motivated, and future-ready supply chain (Gartner, 2022). In an effort to continue building my applied research skills, I would like to be able to be more reliable with my coding, learn how to utilize research software better, and get a rocky understanding of how to link empirical data with theories (Bonisteel et al., 2021). The first two are needed for an actionable, valid, and trusted analysis of data, but the third allows the application of leadership and technology-enriched strategies for more resilient real-world supply chains.

Some of my specific objectives for the applied research competencies subdomains are:

### **Subdomain: Qualitative Inquiry**

- **Goal:** Work on rigorous research techniques for the design and execution of qualitative research, capturing the perspective of supply chain managers.

In addition to my capstone study, I will investigate my use of these inquiry methods with other types of organizations as it relates to leadership and the adoption of new technologies

from industry to industry. The program will provide me with the opportunity to broaden my capacity to think in a research-oriented way to formulate pertinent questions that are methodologically rigorous. In addition, I will improve in such a way that reflexivity and trustworthiness in the results of my research are maintained. I believe that with these improved skills, I will have the ability to make insights that will connect the worlds of academia and practice remedies in the area of resilience building.

### **Subdomain: Data Analysis & Coding**

- **Goal:** Improve my skills in data analysis systematically, coding reliability, and thematic synthesis.

I want to enhance my capacity in pattern finding of qualitative data to connect it with others' theories of leadership and digital transformation. The program will act as a stepping-stone to learning research software tools and using advanced coding techniques. Also, I will take advantage of the triangulation and analysis in order to increase the legitimacy of my findings. Based on this, my outputs will be more evidence-based and trustworthy suggestions about the supply chain resilience strategies.

### **Subdomain: Evidence Translation**

- **Goal:** Enhance capacity to take research findings and turn them into practice-friendly policy and practice frameworks.

My focus is on resilience in supply chains, but I would like to expand my work into writing reports that are more applicable to practitioners and speaking at industry conferences. I'll finish the knowledge-to-practice connection by linking the academic to the leadership/operational aspects. Instead of some abstract theory, I will design practical and evidence-based principles on how to use transformational leadership and digital tools effectively for managers. For this reason, I will strive to help continue and reinforce the motivation of staff and the efficiency of the operations amidst the chaos.

To meet the objectives, I will actively pursue higher-level training in qualitative research tools and techniques and use what I learn to support my capstone project. Participating in doctoral research workshops, seminars, and professional conferences will help me gain an insight into best practices and innovative methods (Yeboah et al., 2025). Also, I will work with colleagues and professors to improve my analysis skills and bolster the validity of my studies. Thus, I will always incorporate questions into my work, such as methodological rigor, and in line with the scholarly works.

**Figure 1**

*Professional Development Matrix*

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Knowledge &amp; Scholarly Thinking</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>Advocate for Change</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Transformational Leadership Theory</b> <ul style="list-style-type: none"> <li>Critically analyze leadership principles that foster workforce resilience during disruptions.</li> </ul> <b>Digital Technologies in Supply Chain</b> <ul style="list-style-type: none"> <li>Synthesize evidence on how digital tools enhance operational resilience.</li> </ul> <b>Resilience Principles</b> <ul style="list-style-type: none"> <li>Develop a conceptual understanding of resilience frameworks in supply chain management.</li> </ul> | <b>Workforce Motivation</b> <ul style="list-style-type: none"> <li>Promote strategies that empower and engage employees during disruptions.</li> </ul> <b>Operational Efficiency</b> <ul style="list-style-type: none"> <li>Encourage adoption of best practices for maintaining performance under stress.</li> </ul> <b>Policy &amp; Practice Integration</b> <ul style="list-style-type: none"> <li>Advocate for embedding leadership and technology-driven resilience in organizational strategies.</li> </ul> |
| <b>Applied Research Competencies</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>Personal Effectiveness &amp; Professional Identity</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Qualitative Inquiry</b> <ul style="list-style-type: none"> <li>Explore perspectives of managers to generate grounded insights.</li> </ul> <b>Data Analysis &amp; Coding</b> <ul style="list-style-type: none"> <li>Systematically analyze interview data to identify themes in leadership and technology use.</li> </ul> <b>Evidence Translation</b> <ul style="list-style-type: none"> <li>Translate findings into actionable principles for supply chain resilience.</li> </ul>                                                    | <b>Leadership Development</b> <ul style="list-style-type: none"> <li>Strengthen my capacity to lead change in supply chain resilience practices.</li> </ul> <b>Scholarly Identity</b> <ul style="list-style-type: none"> <li>Build credibility as a practitioner-scholar through evidence-based contributions.</li> </ul> <b>Lifelong Learning</b> <ul style="list-style-type: none"> <li>Maintain professional growth through engagement with research and practice communities.</li> </ul>                      |

By being disciplined, organized and reflective, I will be able to maintain my focus on the objectives. I will have milestones to inform and measure progress by, for example, incorporating Coding Cycles, theme validation, and conference abstract preparation. Having access to scientific networks and practitioner forums will empower my competency in ensuring the alignment of research for academic endeavors and real-world implementation (Deep et al., 2025). This will help strengthen my skills and will put me in a better position to speak with other scholar-practitioners – especially for those organizations interested in hiring a DBA with hands-on experience. What's more, this development instills trust in attaining a successful way through business challenges and bringing creative solutions into play (Ayodele et al., 2020). Qualitative rigour with practical translation know-how will enable one to make a balanced contribution both in scholarship and industry practice. As I enter this next phase of my life in order to meet my professional goals and pursue my doctoral program, I will have a framework to help guide my actions.

### **Conclusion**

Having applied research skills is crucial in producing evidence-based knowledge that helps to resolve complex challenges in supply chains. Safeguarding skills in qualitative inquiry, data analysis, and translation of evidence lays the groundwork for practical impact. Milestones and belonging to professional communities help to keep people motivated because of the consistent progression and accountability. The framework gives a structure for growth and reflection along the way for the doctoral programme. As a whole, I am able to contribute to scholarship and practice because of the embedding of competencies. I participate in the development of technology-based and leadership-inspired strategies which build operational and workforce resilience in disruption.

## References

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