

Analisis strategi inovasi dalam peningkatan kompetensi kepemimpinan pada pola dasar sistem pendidikan kader GMKI 2006 = The analysis innovation strtegy in enhancement competance leadership on the curriculum basic patern of sytem education cadre GMKI 2006

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Abstrak

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Pola Dasar Sistem Pendidikan Kader GMKI Tahun 2006 merupakan kurikulum pengembangan kompetensi kepemimpinan GMKI yang disusun secara integralistik, sistematis, fleksibel dan Antisipatif terhadap konteks kebutuhan anggota dan kecenderungan perubahan lingkungan organisasi. Penelitian ini, merupakan studi kasus yang menganalisis Strategi Inovasi dalam Peningkatan Kompetensi Kepemimpinan pada Pola Dasar Sistem Pendidikan Kader GMKI Tahun 2006, dengan menggunakan Teori J. David Hungger (2006) tentang Manajemen Strategi, teori William D Hitt Tentang The Model Leader, dan teori Kouzes dan Posner mengenai lima prinsip Kepemimpinan. Penelitian ini menemukan bahwa: kemandegaan proses implementasi PDSPK GMKI disebabkan oleh pemahaman, ketrampilan, inisiatif, komitmen fungsionaris dalam mengimplementasikan PDSPK dan kurikulum PDSPK masih dipahami secara terpisah dengan program lain oleh fungsionaris organisasi, PDSPK belum menjadi kebudayaan dan arus utama dalam perumusan kebijakan umum dan kebijakan operasional organisasi, sehingga peningkatan dan pengembangan kompetensi kepemimpinan dalam GMKI belum berjalan secara dinamis dan berkesinambungan. Perumusan perencanaan kebijakan umum dan operasional yang terintegrasi dengan PDSPK GMKI 2006 sebagai langkah strategi untuk melakukan inovasi dalam percepatan pengembangan kompetensi kepemimpinan di GMKI.

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ABSTRACT

Basic Pattern of GMKI Cadre Education System 2006 was a leadership competency development curriculum GMKI are arranged integralistic, systematic, flexible and Anticipatory against the context of the needs and trends of environmental changes members of the organization. This research, represent case study which analyzes Competence Enhancement of The strategy Innovation in Leadership on Education System Basic Pattern of Cadre GMKI 2006, using Hungger David J. Theory about the Strategic Management, William D. Hit theories of The Model Leader, and Kouzes and Posner theories of the five Principles of Leadership. This research finds that: the stagnation implementation process PDSPK GMKI caused by an understanding, skills, initiatives, commitment of functionaries in implementing PDSPK and curriculum PDSPK is still understood apart with other programs by the functionaries of the organization, PDSPK have not become the cultural and mainstream in the formulation of general policies and policies operational organization, so that the improvement and development leadership competencies within GMKI have not run

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