In your reply, you should include:

* 1. General feedback on their topic and why/how it might be research worthy.
	2. General feedback on their research question(s) and why/how they might be answerable with research.
	3. Any additional commentary or coaching you think would benefit them as they progress with their “mock” dissertation topic.

**Discussion 1 By Amardeep Singh**

**Leadership Impact on Organisational Performance:**

One of the most important components of an organization's overall strategy for sustaining its operations in the face of challenges posed by the rapid expansion of the economy is effective leadership, which ranks among the most important components of an organization's overall strategy for sustaining its operations. When faced with an uncertain future, intelligent leaders must not only use their skills and knowledge to effectively and efficiently guide their company forward, but they must also reduce the feelings of insecurity that their employees may be experiencing as a result of that uncertainty, which is also their responsibility. For an organization to achieve its goals and objectives, leaders must inspire and motivate their employees to be passionate about their jobs and to work together as a team. Leaders and followers engage in two-way, interactive interactions according to this theory, rather than a linear, unidirectional event in which the leader only influences those who follow him or her (Khan, 2018).

**The Influence of Visionary Leadership on change Management and Implementation:**

Change has always been a source of contention in the history of organizations, just as it has been a common feature of human existence for as long as humans have existed. Individual employees and the entire company adapt to change at their own pace and in their own style, so organizational change management may be characterized as a strategy of handling concerns of growth and change in two unique areas: the organization and the individual. There will be some employees who are pleased with the change, while there will be others who are unhappy with it. Employees are motivated to contribute to the realization of a vision under the direction of visionary leadership. It is essential for employees and organizational leaders to have faith in one another in order to cultivate a positive organizational culture within their organizations. Effective leaders can motivate employees to learn by utilizing a variety of different types of motivators, such as financial incentives or a position of authority, to achieve their goals. The development and cultivation of a business enterprise is dependent on the effectiveness of its organizational leadership. Using it can assist individuals and working teams in overcoming obstacles and contributing to the achievement of organizational goals in a meaningful way (Luo, 2020).

**References**

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