

ANTIFRAGILITY IN LEADERSHIP: FRAMEWORK AND CASES FROM THE DEVELOPING WORLD

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Abstract: This paper delves into the concept of antifragile leadership and organizational development within developing countries, employing a robust conceptual framework and case studies. It explores how entities thrive under conditions of uncertainty and stress by becoming antifragile, which is particularly pertinent in volatile environments found in developing nations. Through theoretical insights and analyses of real-world applications in organizations like Grameen Bank, BRAC, and M-PESA, the paper illustrates how these principles are not merely theoretical but have practical, impactful applications. These organizations leverage local adversities as catalysts for innovation and growth, showcasing the potential of antifragile strategies to foster resilience and progressive development. The study highlights the need for further empirical research to expand the understanding of antifragility across different sectors and regions, suggesting a significant potential for antifragile principles to enhance the strategic agility of organizations facing diverse challenges in developing countries.

Key words: antifragility; leadership; organizational development; developing countries; resilience

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