

THE URGENCY OF MILITARY INTUITION LEADERSHIP TRANSFORMATION IN THE DIGITAL ERA

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ABSTRACT

Leaders in an organization/institution/government are role models who move their members to perform their best to achieve common goals. On the shoulders of a leader or commander is charged with the important task of controlling all resources owned. Leadership style is very dynamic and must be able to provide future direction in order to maintain existence and sustainability. In the military, commanders are required to advance teams and organizations with various efforts, including applying intuitive leadership adapted to advances in information and communication technology (digital technology).

This research design is descriptive qualitative to find and describe research variables in a narrative (non-numerical) manner. The selection of a qualitative research approach was carried out on the basis of the specifications of the research subjects and to obtain in-depth information about the research variables. The results obtained that Military Intuition Leadership has an important role in strategic decision making to improve the ability of military organizations to face various challenges and assignments that are fast and complex, especially in the digital era. So that the transformation of intuition military leadership is needed in the digital era so that the information / data obtained is more accurate and the process is faster.

In this case, intuitive leadership involves the use of insight, instinct, and intuitive judgment based on experience, deep understanding, and holistic thinking. In its application, it is necessary to consider carefully, hone the ability to read what is happening, analyze the possibilities that occur in the future is an advantage that a leader must have because of his experience and intuition.

It is recommended that commanders in the military train their intuitive skills to be more effective and consider the dangers of using overconfidence in decision-making.

Keywords : Military Leadership, Intuitive Leadership, Digital Transformation

1. Introduction

The urgency of a leader to be a role model in an organization/institution/government is a public demand, especially in countries that follow a democratic system; so that a leader is not just anyone. Leadership is usually born from the experience, intuition and skills of someone who has the privilege of making decisions to solve the fundamental problems of the organization / institution / government. In practice, a leader can use his intuition appropriately. This is where the leader's ability to combine deep intuitive understanding with practical knowledge and experience in making effective decisions is required.

The basic concept of intuitive leadership involves using the leader's instincts to read situations, identify hidden patterns, and sense opportunities and risks. As a science, intuitive leadership involves understanding how intuition works in the context of leadership. It involves research and exploration into the mechanisms and processes of intuition, as well as the study of how intuition can be applied in decision-making and its effect on organizational performance.

On the other hand, intuitive leadership can also be viewed as an art, because the use of intuition requires sensitivity, experience, and skills that cannot be measured objectively. For leaders skilled in intuitive leadership, intuition is not just based on luck or hunches, but also based on a deep understanding of the situation and context at hand. Intuitive leadership theory offers several approaches and perspectives in understanding and applying intuition in leadership. Some theories emphasize the importance of self-understanding and self-awareness as the main foundation for developing strong intuition. Meanwhile, other theories describe intuition as a combination of deep cognitive understanding and high emotional sensitivity.

In the military world, intuitive leadership can also be practiced according to the experience and assignment of a commander so that in leading more practical and effective. In the digital era, transformation is needed in utilizing information and communication technology by prioritizing digital/cyber security so that information leaks do not occur. This is where mastery of digital literacy is needed, starting from the top of the leadership/commander as well as transforming intuitive leadership in the digital era.

2. Theoretical Review

Leadership theory is dynamic and changes according to the times, where advances in information and communication technology today create disruption and change lifestyles. The new conception of leadership that originally the leader is the person who plans, thinks, gives direction and takes responsibility for the organization/institution/government changes roles with an additional function as a coach so that its members become smart and follow the leader with full awareness in achieving goals. The leader is a central function for every organization, because the leader has the power to decide and plan what steps the organization should take, so if an organization exists without the presence of a professional leader and integrity will result in the organization / institution

/ government will lose its direction in achieving its goals. Some of the objectives of leadership are to lead: a) the achievement of organizational goals can be achieved both in the form of countries, regional organizations, institutions, industries etc.; b) create conditions conducive to its members feel comfortable working in achieving organizational goals; c) maintain the survival of the organization / institution / government; d) create the winning team that is compact, dynamic intelligent, harmonious and active in solving problems and facing challenges and in responding to growing aspirations.

In today's digital era, besides having a positive impact, there are also negative impacts, resulting in disruption and digital literacy gaps, including the degradation of living standards due to helplessness in adjusting life in a digital era.

The impact of digital technology media has resulted in the loss of art and character traits of the nation's culture due to the influence of counterproductive foreign cultures. Also, negative behaviors such as individualism and phubbing or addiction to social media, online games and film entertainment that damage the mentality, mindset, character, and learning process of the younger generation become individualists, vandals, pornography because they are cool in the virtual world and do not want (lazy) to learn, work and work in the real world (real world) until finally there is a conduct disorder of violations of ethics, norms, and even violations of the law with cases of hate speech, hoaxes, fraud, and online gambling, because of the free, easy and large amount of information that is mixed up (infodemic) can be anywhere, anytime and by anyone. These things are also the concern and responsibility of a leader to be able to prevent these negative things.

According to Sahary (2023) that in the military world, existing leadership must be able to utilize advances in information and communication technology known as digital technology to facilitate command functions, including the implementation of intuitive leadership. The concept of military intuitive leadership involves the use of a leader's intuition and instinct in making complex strategic decisions and influencing the tactical and operational success of military organizations. In emergency and conflict situations, military leaders are often faced with tight time pressures and incomplete or ambiguous information. The concept of military intuitive leadership allows leaders to rely on their experience, knowledge and deep understanding of the battlefield, the enemy and the dynamics of combat to make the right decisions in difficult situations. In addition, military intuitive leadership can also be used for more effective development of military organizational capabilities. By using their intuition, leaders can identify strengths and weaknesses of the organization, as well as looking at future opportunities and challenges. With a deeper understanding of the organization's needs and potential, military leaders can direct more targeted and efficient development efforts.

However, the concept of military intuitive leadership also requires deep understanding, practice and continuous skill development. Military leaders must learn to recognize and interpret indirect signals, control emotional factors that can affect their intuition, and ensure that intuition-based decisions are supported by relevant data and information. In the digital age, it must be ensured that data and information in the military environment is not leaked and must be protected in layers regarding cyber security.

He explained that intuitive leadership is a combination of science and art in understanding, developing, and applying intuition in leadership. In its journey as a science and art, intuitive leadership continues to develop and provide valuable insights in answering complex and dynamic challenges in leadership. It is influenced by innate factors, luck and experience gained throughout one's leadership journey. It is important for leaders to reflect on their experiences, learn from each situation, and continue to hone their intuitive abilities through reflection, self-evaluation, and a continuous learning approach. Only with a combination of experience and continuous stabilization can intuitive leadership reach a higher level. Intuition refers to the human ability to gain understanding or knowledge that cannot be explained rationally or based on explicit data. In leadership, intuition is used to make complex decisions, especially when the available information is limited or unclear. The importance of the role of intuition in leadership lies in its ability to fill information gaps or data deficiencies that often occur in military contexts. Rapidly changing situations, high time pressure and uncertainty often make complete and accurate information difficult to access. In these situations, intuition becomes important as it can provide valuable insights and guidance for leaders in making quick and sound decisions.

And leaders must dare to make decisions quickly and accurately; where according to General TNI (Ret.) Prof. Dudung Abdurachman that Leaders must dare to make decisions. If the decision is right it means good, if it is wrong it is better than not daring to make a decision.

In applying intuition leadership must also consider the dangers of using intuition over confidence in decision making as stated by Malcom Gladwell, in the book *Blink: The Power of Thinking Without Thinking*, among others: a) excessive confidence in his ability and experience to make quick decisions and ignore the opinions of others; b) there is the potential for misunderstanding the situation so that the decision taken is wrong; c) more confidence in feelings than facts; and d) assuming the existence of harmony. There is a difference between the leader and the led, but there is none. Then, Daniel Kahneman in his book *Thinking Fast and Slow*, asserts that the human mind basically works in one of two ways: intuitive, instinctive reactions; and analytical, critical thinking.

Rapid digital progress requires leaders to quickly and precisely increase digital literacy and transformation through the digital leadership function, which is the ability of a leader in an organization / institution / government to direct, manage and optimize the use of digital technology in achieving goals and added value for the organization / institution / government he leads. Strong leadership is needed as a catalyst to drive digital transformation, where a leader is responsible for controlling strategic change and inspiring his members. A leader becomes an inspirer who can direct, guide, empower members towards the future effectively through innovation and digital transformation.

3. Research Method

This research design is descriptive qualitative to find and describe research variables in a narrative (non-numerical) manner. The selection of a qualitative research approach was carried out on the basis of the specifications of the research subjects and to obtain in-depth

information about the research variables. This is also related to research procedures that produce descriptive data in the form of written or spoken words, from people and observed behavior. analytical descriptive method designed to obtain comprehensive information about the urgency of the transformation of military leadership intusion in the digital era.

4. Result and Discussion

The concept of Military intuitive leadership involves the use of a leader's intuition and instinct in making complex strategic decisions and influencing the tactical and operational success of a military organization. The concept of military intuitive leadership allows leaders to rely on their experience, knowledge, and deep understanding of the battlefield, the enemy, and the dynamics of combat to make the right decisions in difficult situations. In addition, military intuitive leadership can also be used to more effectively develop the capabilities of military organizations. By using their intuition, leaders can identify organizational strengths and weaknesses, as well as foresee future opportunities and challenges. However, it should be noted that the intuitive process does not necessarily arise when it is not accompanied by extraordinary leadership experiences.

In the digital era, it is urgent for military leaders to transform their intuitive leadership by utilizing advances in information and communication technology. The transformation in question relates to digital leadership where the use of information and communication technology to steer the organization through the complexities of digital transformation, shape strategy, drive cultural change, and drive innovation and promote cyber digital to ensure digital data security. Also, it must be accompanied by visionary leadership to articulate an exciting vision that is aligned with organizational goals, aligned with stakeholders, and includes the potential of digital technology. This visionary outlook serves as a guiding light, uniting employees to achieve a common goal and direction, which is essential to deal with the uncertainties of transformation.

Cultural change due to digital technology must be developed so that a new cultural shift conducive to digital transformation is instilled from the top down. Leaders must support and embody a mindset of adaptability, agility and innovation. They need to inspire a culture change where experimentation, learning from failure, and embracing change become part of the organization. Such a culture fosters an environment where employees feel empowered to explore new technologies and approaches, thereby encouraging creativity and exponential growth. Effective leadership involves making strategic decisions about technology adoption, investment, and resource allocation. Leaders need to discern which technologies best fit the organization's goals, and recognize that the latest trends may not always be appropriate. Collaboration between departments as well as with the pentha helix involving government, academia, industry, community and media must be encouraged. Leaders' role in navigating digital transformation involves major changes. Leaders must guide their teams through this journey, effectively managing obstacles and mitigating disruptions. This instills resilience and adaptability in the workforce, providing support, resources and a clear roadmap to face the inevitable challenges that arise during the transformation process.

Leadership is the key to successful digital transformation. It's not just about implementing new technologies; it's about orchestrating strategic, cultural and organizational change. Leaders who effectively champion digital transformation will inspire, empower and guide their teams towards a future where innovation and adaptability are the cornerstones of sustainable success. As technology continues to evolve, the role of leadership in driving digital transformation remains paramount in shaping the future business landscape across organizations/industries/institutions/governments.

In military strategic decision-making, it is important to combine logic and intuition to achieve optimal results. Both have important and complementary roles in the context of complex strategic decision-making. The importance of combining logic and intuition lies in the ability to consider various aspects related to the situation at hand. Logic provides the foundation that strong in analyzing facts, data, and information at hand. With a rational approach, military leaders can identify patterns, analyze risks, and formulate strategies based on systematic understanding. Logic helps in evaluating the consequences of each step taken and minimizes decisions that are impulsive or based on wrong perceptions. However, in complex and dynamic situations, logic is often not enough. This is when the role of intuition becomes important. Intuition involves deep understanding and naturally occurring instincts. Military leaders who have a sense of intuition can read the situation more broadly, identify patterns that have not yet been seen, and respond quickly to unexpected changes. Intuition allows military leaders to see the whole picture that may not be apparent in limited data or limited logical analysis.

In blending logic and intuition, military leaders must understand that they are not conflicting entities, but complementary. Logic provides a structured framework, while intuition provides the insight and instinct needed to deal with uncertainty and the speed of change. Blending the two allows military leaders to make decisions based on solid rational thinking while remaining responsive to the changes occurring on the battlefield. To blend logic and intuition in military strategic decision-making, military leaders must train themselves to develop both in balance. This involves improving logical analysis capabilities through accurate data collection, systematic analysis, and realistic situation modeling. In addition, military leaders need to develop sensitivity to intuition through experience, self-reflection, and observation of broader situations. Training, simulations and discussions with experienced peers can also help in honing intuition skills. In successful military strategic decision-making, blending logic and intuition is key. By effectively utilizing both, military leaders can cope with the complexity, uncertainty and speed of change that often occur in the context of military operations. Blending logic and intuition allows military leaders to make smart, responsive and effective decisions in achieving their strategic objectives.

To combine logic and intuition in military strategic decision-making, there are several techniques that military leaders can apply: a) Using an analytical approach, where intuitive leaders use logic and systematic analysis in collecting, analyzing, and evaluating relevant information. Military leaders can use available data, facts, and statistics to make decisions that are based on rational thinking. Team members with diverse experiences can help complement logical analysis with intuitive insights; b) Pay attention to feelings and instincts: Military

leaders also need to pay attention to their own feelings and instincts as well as those of their team. When a "gut feeling" or sense of uncertainty arises, it is important not to ignore it. Knowing when to trusting intuition and when to follow logic can help in making better decisions.

Intuition-based military strategic decision-making has challenges that need to be overcome, such as: a) Uncertainty: One of the main challenges in intuition-based decision-making is the uncertainty inherent in military situations. Circumstances of war, conflict and emergency situations often cannot be predicted with absolute accuracy. This can cloud perception and inhibit trust in intuition; b) Time pressure: Military situations often require quick decision-making. Military leaders must be able to accomplish both logical thinking and intuition within tight time limits. High time pressure can inhibit the ability to reflect, explore intuition, and make sound decisions; c) Lack of complete information: In some situations, military leaders may not have full access to necessary information. When limited or incomplete information is available, intuition-based decision-making can become more difficult. Limited information can affect the ability to understand the context holistically and rely on intuition with confidence. Biases and stereotypes: Cognitive biases and stereotypes can affect a military leader's ability to use intuition correctly; d) Distorted or prejudice-based perceptions can hinder accurate understanding and effective use of intuition. High self-awareness and the ability to overcome biases and stereotypes will help reduce these barriers. Lack of practice and experience: Intuitive abilities need to be trained and strengthened through experience; e) Lack of practice and experience in dealing with situations that require intuition-based decisions can reduce the ability of military leaders to rely on intuition with confidence.

To overcome these challenges, it is important for military leaders to continuously hone their intuitive skills through relevant training and experience. They also need to build high self-awareness, strengthen their analytical and logical abilities, and commit to overcoming biases and stereotypes that can affect the use of intuition. In addition, military leaders need to seek solid team support and collaborate with team members who have diverse knowledge and experience to enrich their perceptions and intuition-based decision-making.

An Intuition-Based Military Strategic Decision Making approach in the face of risk and uncertainty can be done through: a) Risk analysis: Although intuition-based decision-making is likely to involve an element of risk, it is important to conduct a rational risk analysis. The identification and assessment of potential risks helps in understanding the consequences and possible outcomes of the decisions taken. With a better understanding of the risks, military leaders can take appropriate mitigation measures; b) Information reinforcement: To reduce uncertainty, it is important to acquire and strengthen relevant information resources. This can involve building a strong intelligence network, obtaining accurate data, and utilizing solid analysis. The more information available, the better military leaders can validate their intuition and make more informed decisions; c) Development of alternative scenarios: In situations of uncertainty, it is important to consider various alternative scenarios. Developing and playing out different scenarios helps in preparing adaptive responses to changing situations. It also allows military leaders to see the possible implications and risks associated

with each decision option; and d) Collaboration and consultation: Faced with uncertainty, engaging multiple parties and gaining insights from relevant experts and peers can provide valuable perspectives. Discussion, consultation and exchange of information with individuals or groups who have different experiences and knowledge helps in combining intuition with broader perspectives; e) Learning and adaptation: Coping with risk and uncertainty requires an adaptive attitude and the ability to learn from each experience. Continuous evaluation, reflection and continuous improvement are necessary to strengthen intuition and improve future military strategic decisions.

The application of information technology to the strategic decision-making process includes a) improved data access and analysis. Fast and accurate access to data is a critical requirement. With information technology, military leaders can collect, store and access data more efficiently. They can access up-to-date information from various sources, including military intelligence, battlefield data, enemy developments, and other factors that influence strategic decisions. In addition, information technology also enables more in-depth and comprehensive data analysis. By using a decision support system (DSS) powered by information technology, military leaders can process and analyze data more effectively. They can apply algorithms and statistical models to identify relevant patterns, trends and correlations in military data. This analysis helps military leaders to understand the situation holistically, recognize strengths and weaknesses, and identify possible opportunities and threats. Improved data access and analysis through information technology also accelerates the military's strategic decision-making process.

By having immediate access to relevant information, military leaders can make faster and more informed decisions. They can gain better insight into the tactical situation, estimate the possible outcomes of military operations, and evaluate the impact of various possible decision scenarios. Thus, the application of information technology to the military's strategic decision-making process enables military leaders to have a better understanding of the situation and take more effective actions to face challenges and optimize opportunities.

Simulation and Prediction The application of information technology to the military's strategic decision-making process provides the ability to perform valuable simulations and predictions. Simulation is the process of virtually modeling a particular situation or scenario, which allows military leaders to see the impact of various possible actions or decisions. With information technology, military leaders can use complex simulation software to simulate military operations, including strategy, tactics and other relevant aspects. Through these simulations, they can gain a better understanding of the possible outcomes and consequences of each step they consider, before implementing them on the ground. In addition to simulations, information technology also allows military leaders to make more accurate predictions.

By analyzing historical data and current information collected through information technology systems, military leaders can use algorithms and prediction models to forecast possible future developments and situations. These predictions aid in strategic planning, allowing them to anticipate changing conditions, enemy forces, and trends that may affect military decisions. Thus, the application of information technology allows military leaders to

have a better insight into the future and make the necessary preparations to deal with it. Simulations and predictions supported by information technology provide significant benefits in military strategic decision-making. They help military leaders to understand the potential risks and impacts of their decisions, so they can take more informed and effective steps. In addition, simulation and prediction also allow military leaders to test different strategies and scenarios without having to face the risks directly on the battlefield.

The application of information technology in military strategic decision-making also involves very important aspects of data security and protection. In the military context, sensitive and confidential information is often involved in the strategic decision-making process. Therefore, the information technology system used must ensure the security of such data so that it does not fall into the wrong hands. The importance of data security in the application of military information technology is related to two main aspects, namely: a) confidentiality of information. Information about strategic plans, tactics, military forces, or intelligence data is very important and must be kept confidential so that it is not accessed by unauthorized parties. Therefore, the information technology system used must have a strong layer of security, such as the use of encryption, access authorization, and strict control over who can access and manage the data; b) data integrity. Data integrity is an important aspect of military strategic decision-making. Information used in the decision-making process must be accurate, reliable, and not subject to unauthorized alteration or manipulation. Information technology systems must be equipped with data security mechanisms that prevent unauthorized changes and provide assurance of the authenticity of information used in decision-making. In addition, data protection should also include measures to protect information technology systems from cyber threats such as cyber attacks or hacking. Attacks on military systems can have a major impact and undermine strategic decisions taken. Therefore, the implementation of information technology must be complemented by a strong cybersecurity policy, constant monitoring of possible threats, and implementation of protective measures, effective measures to protect system and data integrity. Overall, the application of information technology in military strategic decision-making involves not only functional and analytical aspects, but also involves critical data security and protection. By ensuring data security and system protection, military leaders can use information technology confidently and effectively in strategic decision-making that has a great impact on military operations.

It is important for leaders to recognize and understand the strengths and potential of individuals within the team. By utilizing intuition, a leader can be more sensitive to the characteristics and abilities of each team member. This allows the leader to allocate tasks and responsibilities effectively, thereby maximizing individual contributions and improving overall team performance. In addition, intuitive leadership also involves the leader's ability to read the situation and context that the team is facing.

In complex military organizations that are often in rapidly changing situations, the ability to sense the dynamics of the situation and make the right decisions is key to success. By using intuition, a leader can gain a deeper understanding of complex situations, including threats, opportunities and factors that influence strategic decisions. This allows the leader to make

decisions quickly and appropriately, as well as direct the team in facing challenges and achieving organizational goals. The application of intuitive leadership in leading a team also involves the leader's ability to build strong and trusting relationships with team members. A leader who relies on intuition can be more sensitive to the emotions and needs of team members.

In order to improve the capabilities of military organizations, the use of intuitive leadership in leading teams is an important step. By recognizing individual strengths, reading situations correctly, and building strong relationships with team members, leaders can create a productive and adaptive work environment. In a military context that is often full of challenges and critical decisions, intuitive leadership can be a powerful tool to achieve organizational success and ensure readiness in the face of complex situations.

Intuitive leadership has a number of advantages that make it an effective approach to leading teams within military organizations. In this context, applying intuitive leadership can provide a range of significant advantages in enhancing the capabilities of military organizations. One of the key advantages of intuitive leadership is the ability to respond quickly to change and complex situations. In a military environment, there is often a need to make quick and precise decisions in emergency or conflict situations. By using intuition, a leader can rely on his or her instincts and insights to recognize and respond to such changes more effectively. This allows the team to adapt quickly and overcome the challenges faced.

In addition, intuitive leadership also allows the leader to read and understand more deeply the needs and desires of team members. By using intuition, a leader can recognize the potential and strengths of individuals within the team and allocate tasks and responsibilities according to the abilities of each team member. This not only increases the efficiency and productivity of the team, but also provides opportunities for each team member to grow and make maximum contributions. Furthermore, intuitive leadership allows the leader to understand and manage the emotional dynamics within the team. A leader who uses intuition can be more sensitive to the feelings, motivations, and needs of team members. This allows the leader to create a positive work environment, where team members feel heard, valued and motivated to give their best. In military organizations that are often faced with pressure and stressful situations, the ability to understand and manage team members' emotions can contribute to mental well-being and operational success. In addition, intuitive leadership also promotes innovation and creativity within the team. By relying on intuition, leaders can encourage team members to think beyond conventional boundaries and seek unique and effective solutions. Leaders who use intuition can create a work culture that supports exploration and learning, thereby improving the ability of military organizations to adapt to change and achieve competitive advantage.

Applying intuitive leadership to lead a team within a military organization involves several steps and practices that can improve the team's overall capabilities. Here are some ways to apply intuitive leadership in leading a team: Develop intuitive sensitivity: As a leader, it is important to develop sensitivity to your own intuition. Take time for self- reflection and introspection to understand and hone your instincts and insights. Train yourself to be more sensitive to feelings, thoughts and messages that arise intuitively. Use an empathy-based

approach: In applying intuitive leadership, it is important to understand the needs and perspectives of team members. Practice empathy by active listening, observing nonverbal cues, and creating a safe space for team members to share their ideas and feelings. This helps you recognize and understand the team's needs more deeply. Capitalize on individual strengths: Identify the strengths and potential of individuals in the team and allocate tasks and responsibilities according to each member's abilities. Give them confidence and give them opportunities to grow and make maximum contributions. Using intuition helps you see potential that is not conventionally seen and optimize the skills and talents of team members. Make decisions based on intuition: In complex and fast-changing situations, use your intuition as one of the factors in decision-making.

In addition to relying on data and analysis, make room for instinct and intuitive observations to help you choose the best path for strategic decision-making. Create an environment that supports innovation: Use intuition to stimulate creativity and innovation in the team. Give team members the freedom to think beyond conventional boundaries and encourage them to seek new and effective solutions. Support new ideas and provide opportunities for the team to experiment and learn from failures. Keep honing your intuition skills: Like any other skill, intuition can also be developed and improved. Keep honing your intuition with reflection, meditation and gut feeling exercises. Stay open to new experiences and dare to rely on your instincts in decision-making. By applying the above practices, intuitive leadership can be effectively used in leading teams within military organizations. It can enhance the team's ability to respond to change, promote innovation, and achieve optimal results in complex and challenging tasks.

Introduction to organizational culture Building an organizational culture that supports intuitive leadership is an important step in improving the overall capabilities of military organizations. Organizational culture refers to the norms, values, beliefs and behaviors that exist within an organization. A strong and positive culture will create an environment conducive to the development and application of intuitive leadership. The importance of building an organizational culture that supports intuitive leadership is for every member of the organization to understand, accept and appreciate the importance of using intuition in decision-making and action. This culture recognizes that not all decisions can be made rationally and based on facts alone, but also considers the intuitive knowledge and understanding possessed by leaders and team members.

To build an organizational culture that supports intuitive leadership, the first step is to create a deep awareness and understanding of the concept and benefits of intuition in the context of strategic decision-making. This can be done through training, seminars or workshops that address the role of intuition in a military context and how it can improve organizational performance. Furthermore, it is important to reinforce the values that support the development and application of intuitive leadership. This can be done by integrating values such as risk-taking, flexibility, adaptability, confidence and innovation into the organizational culture. In addition, it is also important to value and recognize the contributions of individuals who use intuition in dealing with complex and uncertain situations. In addition, intuitive leadership also requires strong and collaborative teamwork. Therefore, it is

important to promote collaboration, open communication, and mutual support among organizational members. A culture that encourages information exchange, open discussion, and acceptance of new ideas will help in the development of intuition and better decision-making.

It is important to create appropriate reward and recognition systems for successful application of intuitive leadership. This may include awards, promotions or career development opportunities for those who manage to apply intuition effectively. By doing so, the organizational culture that supports intuitive leadership will be further strengthened and become an integral part of the organization's identity and operations, military. Overall, building an organizational culture that supports intuitive leadership is an important effort in enhancing the capabilities of military organizations. With awareness, understanding, supportive values, strong teamwork, and appropriate reward systems, military organizations can achieve excellence in strategic decision-making and deal more effectively with complex and uncertain situations.

The steps in building an organizational culture to support intuitive leadership are: a) Build awareness and understanding: It is important for all members of a military organization to have a clear understanding of what intuitive leadership is and how it can enhance organizational capabilities. Through training, workshops, or open discussions, organizational members can be introduced to the concept of intuitive leadership and its benefits in strategic decision-making; b) Communicating values and principles: An organizational culture that supports intuitive leadership should be based on values and principles that promote the effective use of intuition. For example, values such as measured risk-taking, collaboration and continuous learning can be emphasized to create an environment that supports the development of intuition and confidence in decision-making. It is important to provide opportunities for organizational members to actively participate in the strategic decision-making process. Engaging organizational members in discussions, critical thinking, and sharing their intuition will create a greater sense of ownership and involvement. It also allows for multiple perspectives and diverse intuitive insights to be considered in decision-making. An organizational culture that supports intuitive leadership should provide space for organizational members to try new things, conduct experiments, and develop creative solutions. This involves supporting freedom of thought and valuing innovative ideas that arise through intuition. Mistakes should also be accepted as part of the learning process and become opportunities for improvement.

Establish an appropriate reward system: Recognizing and rewarding the effective use of intuition in strategic decision-making is critical to building a culture that supports intuitive leadership. Appropriate reward systems, such as performance awards or promotions, can provide incentives for organizational members to continue to develop and use their intuition effectively.

Organizational leaders play an important role in building a culture that supports intuitive leadership. They should model the use of intuition in decision-making, share their experiences, and support the development of intuition in team members. By doing so, leaders

can influence and motivate organizational members to adopt a more intuitive approach to strategic challenges.

Organizational performance refers to the ability of an organization, in this case a military organization, to achieve goals and produce desired results. Good performance in the military context involves mission accomplishment, operational success, effectiveness, and reliability tactical, and strategic advantage. To improve the performance of military organizations, it is important to implement effective intuitive leadership. Intuitive leadership can play an important role in improving the performance of military organizations by combining logical and intuitive elements in decision-making. In this context, intuitive leadership involves the use of insight, instinct and intuitive judgment based on experience, deep understanding and holistic thinking. This enables leaders to make quick, accurate and adaptive decisions in complex and fast-changing situations. By applying intuitive leadership, military organizations can improve their performance in several ways: a) intuitive leadership helps identify opportunities and threats that may be missed by approaches based solely on logic. This enables organizations to take proactive and responsive steps to achieve their goals; b) intuitive leadership can also motivate and inspire organizational members to achieve better performance. Intuitive leadership can communicate a clear vision and inspire team members to commit to the organization's goals.

5. Conclusion and Recommendation

Intuitive Military Leadership plays an important role in strategic decision-making to improve the ability of military organizations to deal with challenges and assignments that are fast-paced and complex, especially in the digital era. Intuitive leadership involves the use of insight, instinct, and intuitive judgment based on experience, deep understanding, and holistic thinking. Developing an organizational culture that encourages creativity, innovation and freedom of thought helps develop and strengthen the intuitive abilities of military leaders. By utilizing information technology, military leaders can use complex simulation software to simulate military operations, including strategy, tactics and other relevant aspects.

Military intuition leadership will direct in: a) the achievement of organizational goals can be achieved both in the form of countries, regional organizations, institutions, industries etc.; b) creating conditions conducive to its members feel comfortable working in achieving organizational goals; c) maintaining the survival of the organization / institution / government; d) creating the winning team that is compact, dynamic intelligent, harmonious and active in solving problems and facing challenges and in responding to growing aspirations. And honing the ability to read what is happening, analyzing the possibilities that occur in the future is an advantage that must be owned by a leader because of his experience and intuition. Intuitive leadership can be trained in such a way as to be effective and efficient in moving the people they lead towards achieving goals.

Based on the discussion and conclusions above, it is recommended to commanders in the military to train their intuitive abilities to be more effective and need to Consider the dangers of using overconfident intuition in decision-making, such as: a) overconfidence in one's own

ability and experience to make quick decisions and ignoring the opinions of others; b) potential for misunderstanding the situation so that the wrong decision is made; c) trusting feelings rather than facts; and d) assuming that there is harmony between the leader and the led, when in fact there is none.

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