



## REGENERATIVE LEADERSHIP ROLE IN IMPROVING EXCEPTIONAL PERFORMANCE AMONG SPORTS AND SCOUT ACTIVITY DEPARTMENTS HEADS

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### ABSTRACT

**Background.** The Department of Sports and Scouting requires regenerative leadership that motivates staff toward excellence and innovation. Thus, regenerative leadership plays a key role in fostering exceptional performance among sports department heads. **Objectives.** This research exploring regenerative leadership vital role to improve heads exceptional performance within Departments Sports and Scout Activity. **Method.** This paper highlights that regenerative leadership surpasses simple skill via concentrating on systemic change, creation besides inspiration to benefit individual also educational institution. Through shifting away from stagnant management styles characterized by stagnation, this type of leadership promotion a long-term vision and a strong message aiming at a accomplishing proficient quality of highest standards. This paper identifying the important problem: the necessity for modernized administrative tactics, which could excellently navigating the sports and scouting environments difficulties. **Results.** Analysis of data shows that success is deep rooted in the familiar administrative patterns modernization besides deep-seated organizational visions outcome. Results propose that when leaders depended these regenerative qualities, they enable staff and inspire collective decision-making that is significant for institutional feasibility. **Conclusion.** Focusing on the way leaders consider besides process regeneration, departments could step toward extra supportable in addition to excellent -performing future. Finally, this paper helps as a roadmap for integrating modern administrative techniques to achieve the Directorate of Education strategic purposes.

**Keywords;** regenerative leadership, exceptional performance, sports and scout activity.



## A. INTRODUCTION

Regenerative leadership task in educational institutions represented by preparing promising generations that involve to innovation, improvement, inspiration, and change for individuals and society interest, guaranteeing institutional viability and strength further than just proficiency. Regenerative leadership represented by making a long-term vision with a strong message and well-defined purposes. Leadership abilities relied on biological, psychological social constituents, and these capabilities must be applied successfully to realize regenerative leadership (Ivanov, 2025). It is a leadership practice aiming at accomplishing quality and performance highest standards organizationally besides professionally via expertise, skills and trainings to realize planned purposes. An innovative leader could gather novel thoughts and form them in a creative manner (Brown & Slater, 2023; Idaiani & Suhardi, 2006; McCloskey, 1999; Russo et al., 2023; Zainal & Mohd Matore, 2021).

Research significance lies in pressing requirement for regenerative leadership in departments of sports, scout activity to realized exceptional performance, and accomplish purposes by modern administrative techniques, which inspire staffs and encourage sharing in decision-making contributed in achieving educational instructional aims in depts. Of sport and scout activities. Departments of sports and scout activity needed regenerative leadership, which stimulate staffs toward excellence and innovation. What is regenerative leadership role to improve exceptional performance among heads of sports activity departments?

Preparing questionnaire to assess regenerative leadership to improve administrative performance. Specifying the regenerative leadership role to improve administrative performance. Regenerative Leadership: Defined by Kazanskaya (2025:48) as leadership relied on inspiring followers and encouraging them to achieve a shared vision. Exceptional Performance: Defined by Al-Qaryouti (2009:303) as focusing on innovative outcomes represented by excellence in performance.

## B. METHOD

### *Participant.*

The population in this study consisted of technical supervisors in the Department of Sports and Scouting Activities in Baghdad. A total of 43 technical supervisors comprised the study sample, representing 100% of the population. The study was conducted from November 12, 2022, to April 14, 2023, at the Department of Sports and Scouting Activities in Baghdad. Questionnaire sample: 8 supervisors; Application sample: 35 supervisors

### *Research Design.*

This paper identifies a critical issue: the need for modernized administrative strategies that can effectively address the challenges facing the sports and scouting sectors. Descriptive analysis is defined by Al-Agha (1997:34) as the study of existing phenomena that are available for examination and measurement.

### *Data Analysis.*

This study examines existing phenomena that are available for study and measurement. Descriptive analysis in this study was conducted using SPSS 26.

## C. RESULTS AND DISCUSSIONS

### Results

Regenerative Leadership Role Evaluation to improve Administrative Performance

**Table 1.** Shows mean, standard deviation, nd weight, and rank

No.	Mean	Standard deviation	Weight %	Rank
1	2.63	0.66	87.7	9
2	2.5	0.73	83.3	13
3	2.83	0.46	94.3	4
4	2.03	0.76	67.7	24
5	2.13	0.73	71	21
6	2.06	0.69	68.7	23
7	2.32	0.75	77.7	17
8	2.3	0.79	76.7	18
9	2.7	0.65	90	7
10	1.9	0.8	63.3	28
11	2	0.69	66.7	25
12	2.9	0.3	96.7	2
13	2.26	0.78	75.3	19
14	2.53	0.68	84.3	12
15	2.66	0.66	88.7	8
16	2.6	0.67	86.7	10
17	2.43	0.77	81	14
18	1.86	0.73	62	29
19	2.73	0.58	91	6
20	1.96	0.71	65.3	26
21	2.8	0.55	93.3	5
22	2.16	0.83	72	20
23	2.93	0.25	97.7	1
24	2.56	0.67	85.3	11
25	2.1	0.8	70	22
26	2.33	0.8	77.7	16
27	2.86	0.34	95.3	3
28	2.4	0.77	80	15
29	1.76	0.72	58.7	30
30	1.93	0.82	64.3	27

### Discussion

*First: Regenerative Leadership Role Evaluation to improve Administrative Performance*

Item 23 became at first rank with a mean (2.93), the standard deviation is (0.25), percentage weight is (97.7%) relied on e research sample responses . researcher related this to regenerative leadership to heads of Physical Activity and Scouting departments. This leadership is regarded as vitality, having the ability to manipulate change, and a readiness requirements for renovation dictated by environment of working besides includes defining purposes besides highlighting the change importance within departments of Physical Activity and Scouting

Item 12 became at second rank with a mean (2.9), standard deviation is (0.20), , percentage weight is (96.7%). researcher related this to fact that regenerative leadership working to make the team accomplish with "attraction effectiveness," aligning their efforts and capabilities with reliability and harmony. Focusing on teamwork resulted in removing fear feelings and uncertainty among staffs, which might appear from change process, assisting management to gain the best concepts.

Item 27 became at third with a mean (2.86), a standard deviation (0.34), and a percentage weight (95.3%). researcher related this to heads of Physical Activity and Scouting departments mobilizing the talents, skills, and abilities of their superiors and working as one team. success of any educational institution depends on its ability to cope with continuous changes in its environment, especially in today's highly competitive world. (Al-Sakarna, 2010: 45) confirms that the success of any institution in performing its mission depends on leadership that is specially qualified and possesses specific qualities distinguishing them from other staff.

Item 3 became at fourth with a mean of (2.83), a standard deviation of (0.46), and a percentage weight (94.3%). researcher related this to the fact that regenerative leadership among department supervisors ensures support of key power centers, whose cooperation and alignment are essential for achieving required movement and addressing weaknesses. It involves identifying and reinforcing strengths while exploring and treating gaps to increase the future capacity of department to achieve its vision and mission. (Katsiolouides, 2002: 108-110) defines strengths as those internal positive aspects supporting the institution or its unique capabilities that improve its ability to achieve its mission, vision, distinguishing them from other staff.

Item 21 became at fifth with a mean (2.8), a standard deviation (0.55), and a percentage weight (93.3%). researcher related this to fact that regenerative leadership is capable of solving difficult problems and dealing with ambiguous situations. They possess a keen sense for identifying problems within a single situation. This sensitivity appears through creative personality traits, such as ability to take responsibility. (Sternberg & Lubart, 1999: 15) emphasize that innovation goes beyond what happens in the mind; highly creative people possess personality traits that contribute to producing rare and appropriate solutions to problems, most notably the inclination toward taking significant risks and the ability to tolerate high levels of confusion.

### *Second: Discussion of the less five Items in the Questionnaire*

Item 20 became at twenty-sixth with a mean (1.96), a standard deviation (0.71), and a percentage weight (65.3%). researcher related this to fact that regenerative leadership prefers working in an environment involving support and motivation, but not at the required level. There must be management styles relied on positive motivation by focusing on responsibility and excellence relied on competence and seriousness. (Al-Maghribi et al., 1995: 163-164) confirm that power of an regenerative leader lies in influencing, directing, and guiding individuals or groups to gain their cooperation and motivate them to work with the highest degree of efficiency to achieve set purposes.

Item 30 became at twenty-seventh with a mean (1.93), a standard deviation of (0.82), and a percentage weight of (64.3%). Researcher related this to the important supervisory role of regenerative leadership (Radwan, 1994: 81). Confirms that regenerative leadership is a primary social role played by the individual (the leader) during interaction with other

group members (Al-Sakarneh, 2010). This role is regarded as ability and power to influence others and direct their behavior toward achieving the group's goal; it is a form of interaction between the leader and the followers where the trait of leadership and followership emerges.

Item 18 became at rank twenty-ninth with mean (1.86), standard deviation is (0.73), percentage weight is (62.0%). researcher related this to mechanisms presence for handling human aspects during change and implementation. (Al-Hiti, 1999: 27) pointed out that resources could add a novel competitive benefit to the institution. Human resources are regarded as staff or those able to work; performance process human element is considered an input besides helpful resource for another participations. Handling human resources is the attraction center within institution also improving its efficiency subsidizes to the other activities efficiency (financial, performance and improvement (Musa, 2003; Ali, et al., 2026).

Item 29 became at thirtieth rank with a mean (1.76), standard deviation is (0.72), percentage weight is (58.7%). researcher related this to weakness in staff' applying periodic and sudden guidance, besides systematic analysis lack besides institutional performance continuous evaluation to confirm its positivity.

#### **D. CONCLUSION AND RECOMMENDATIONS**

Regeneration represents promoting innovative and useful ideas related to solving problems, improving methods, or restructuring administrative behaviors into advanced forms. Regeneration ought to be reflected in training, not restricted to thinking. Leadership characteristics might exist, yet necessitate training besides environmental sustenance. Further researches could be done on regenerative leadership in addition to excellent administrative performance and realizing goals in all educational and instructional institution, due to importance of creative leaders in the educational stages. Improve individual regenerative abilities. Providing programs of training to develop regenerative and innovative abilities. Strengthening regenerative abilities among department heads. Future research could examine the role of regenerative leadership in enhancing exceptional performance and compare it with other activities to support sports and scouting programs.

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#### **F. AUTHOR CONTRIBUTION STATEMENT**

Khlood Hameed Abbas is responsible for the manuscript in this study.

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