

CHAPTER 5

CONCLUSIONS AND RECOMMENDATION

5.1 Conclusions

Based on the factors that influence a wehrkreise strategy, including strategy, human resources management, leadership, communication, and strategic fit, it can be seen that Leadership and Strategic Fit are the two most critical factors in successful of wehrkreise strategy.

Leadership is crucial because effective leaders not only inspire and motivate their teams but also guide them to address challenges in innovative and adaptive ways. The findings indicate innovation, creativity, and inspirational motivation as essential aspects of leadership within the context of the Wehrkreise strategy. This underscores the importance of developing leadership that can motivate and adapt to changes, ensuring that defense strategies are successfully implemented and responsive to evolving threats. Leaders like Colonel A.H. Nasution or General of the army Soedirman have demonstrated how innovative and adaptive leadership can enhance the effectiveness of strategies.

Strategic Fit, or the alignment between strategy and cultural and operational contexts, is also a significant factor. The research shows that culture and integration are highly important. The ability to integrate local culture, such as *gotong royong* (mutual cooperation) and nationalism, while ensuring efficient resource management, has been proven to enhance morale and operational effectiveness. In the context of Indonesia's defense, strategic fit enables the implementation of relevant and effective strategies that are accepted by the community and efficiently executed in alignment with the local context.

Thus, innovative and inspirational leadership combined with a strong Strategic Fit are key to strengthening Indonesia's defense. Focusing on these two aspects will ensure that defense strategies are implemented

effectively and sustainably, enhancing Indonesia's ability to protect national interests and address global challenges. This conclusion highlights the importance of developing leadership and strategies that align with cultural and operational contexts for the success of national defense strategies.

5.2 Recommendation

Based on the findings of this research, the following suggestions are offered to relevant stakeholders:

1. **Enhancing Leadership Capacity in Defense**, The Ministry of Defense and related institutions in Indonesia are advised to prioritize the development of leadership capacity at all levels within the national defense structure. Given the importance of innovation, creativity, and inspirational motivation in leadership, more focused leadership training programs should be developed and implemented. This will ensure that leaders within the defense structure are capable of adapting to dynamic challenges and motivating their teams to achieve strategic objectives.
2. **Integrating Local Culture in Defense Strategy Implementation**, Optimal strategic fit requires better integration between defense strategies and local culture. Therefore, it is essential for the government and military to engage local communities and understand existing cultural values when developing and implementing defense strategies. This effort will enhance public acceptance of defense strategies and strengthen national solidarity. Additionally, increasing active community involvement in defense, such as through national defense programs, is necessary to foster a sense of ownership and participation in national defense.
3. **Further Research for Optimizing Defense Strategy**, while this research has identified leadership and strategic fit as important factors in defense strategy, further studies are needed to explore how these factors can be more effectively integrated into modern contexts. Future research

could focus on in-depth analysis of how technology and digitalization can support leadership and strategic fit in defense strategies. Moreover, comparative studies with other countries that have similar defense systems could provide additional valuable insights for Indonesia.

By implementing these suggestions, Indonesia is expected to further strengthen its national defense capabilities, tailor strategies to local conditions, and continue enhancing leadership effectiveness in addressing future challenges.