

ABSTRAK

Niswah Salma Nurfadhilah Implementasi Strategi Program *Leadership Management Project* dalam Meningkatkan Kualitas Kepemimpinan Santri (Studi Kasus di Pondok Pesantren Hagia Sophia ILS).

Program *Leadership Management Project* (LMP) merupakan program unggulan di Pondok Pesantren Hagia Sophia ILS yang dirancang sebagai strategi pembinaan kepemimpinan santri melalui pengalaman belajar secara langsung. Program ini melibatkan santri sebagai pelaksana utama dalam berbagai aktivitas kepemimpinan sehingga mampu mengembangkan kemampuan memimpin, bekerja sama, mengambil keputusan, dan bertanggung jawab. Penelitian ini dilatarbelakangi oleh pentingnya implementasi strategi program dalam meningkatkan kualitas kepemimpinan santri.

Penelitian ini bertujuan untuk mendeskripsikan implementasi strategi Program *Leadership Management Project* (LMP) dalam meningkatkan kualitas kepemimpinan santri di Pondok Pesantren Hagia Sophia ILS. Fokus penelitian meliputi implementasi strategi ditinjau dari aspek program, anggaran, prosedur, dan aktor pelaksana.

Kerangka konseptual penelitian menggunakan teori implementasi strategi Wheelen dan Hunger yang mencakup aspek program, anggaran, prosedur, dan aktor pelaksana. Analisis diperkuat dengan teori manajemen George R. Terry, teori *Experiential Learning* David A. Kolb, serta teori *The Five Practices of Exemplary Leadership* dari James M. Kouzes dan Barry Z. Posner untuk menjelaskan proses peningkatan kualitas kepemimpinan santri.

Penelitian ini menggunakan pendekatan kualitatif dengan metode studi kasus. Data diperoleh melalui observasi, wawancara, dan dokumentasi terhadap kepala sekolah, wali asrama, dan santri. Analisis data menggunakan teknik analisis studi kasus Robert K. Yin melalui penjodohan pola (*pattern matching*), pembuatan eksplanasi (*explanation building*), dan penarikan kesimpulan. Keabsahan data diuji melalui triangulasi sumber dan triangulasi teknik.

Hasil penelitian menunjukkan bahwa implementasi strategi Program LMP telah dilaksanakan secara sistematis pada aspek program, anggaran, prosedur, dan aktor pelaksana. Program dirancang melalui pengalaman belajar langsung yang mampu meningkatkan kerja sama, tanggung jawab, keberanian, kemampuan mengambil keputusan, dan keterampilan memimpin santri. Pengelolaan anggaran melibatkan santri secara aktif sebagai sarana pembelajaran akuntabilitas, sedangkan prosedur pelaksanaan dilakukan melalui tahap perencanaan, pelaksanaan, dan evaluasi. Keberhasilan program juga didukung oleh kolaborasi antara pimpinan pesantren, guru pembina, wali asrama, dan santri sebagai pelaksana utama sehingga implementasi strategi LMP berkontribusi terhadap peningkatan kualitas kepemimpinan santri.

Kata Kunci: Implementasi Strategi, Leadership Management Project, Kualitas Kepemimpinan, Santri

ABSTRACT

Niswah Salma Nurfadhilah Implementation of the Leadership Management Project (LMP) Strategy to Improve the Quality of Student Leadership (A Case Study at the Hagia Sophia ILS Islamic Boarding School).

The Leadership Management Project (LMP) is a flagship program at the Hagia Sophia ILS Islamic Boarding School designed as a strategy for developing student leadership through hands-on learning experiences. This program involves students as the primary implementers in various leadership activities, enabling them to develop their abilities in leading, collaborating, making decisions, and taking responsibility. This study was motivated by the importance of implementing program strategies to improve the quality of student leadership.

This study aims to describe the implementation of the Leadership Management Project (LMP) strategy in improving the quality of student leadership at the Hagia Sophia ILS Islamic Boarding School. The research focuses on strategy implementation as viewed from the aspects of program, budget, procedures, and implementing actors.

The conceptual framework of this study utilizes Wheelen and Hunger's theory of strategy implementation, which encompasses program, budget, procedure, and implementing actor aspects. The analysis is reinforced by George R. Terry's management theory, David A. Kolb's Experiential Learning theory, and James M. Kouzes and Barry Z. Posner's theory of The Five Practices of Exemplary Leadership to explain the process of improving the quality of student leadership.

This study employed a qualitative approach using the case study method. Data were collected through observation, interviews, and documentation involving school principals, dormitory supervisors, and students. Data analysis utilized Robert K. Yin's case study analysis techniques, including pattern matching, explanation building, and drawing conclusions. Data validity was tested through source triangulation and methodological triangulation.

The results indicate that the implementation of the LMP Program strategy has been carried out systematically across program aspects, budgeting, procedures, and implementing actors. The program is designed around hands-on learning experiences that enhance students' cooperation, responsibility, courage, decision-making abilities, and leadership skills. Budget management actively involves students as a means of learning accountability, while implementation procedures are carried out through the stages of planning, execution, and evaluation. The program's success is also supported by collaboration among boarding school leaders, mentors, dormitory supervisors, and students as the primary implementers, thereby ensuring that the implementation of the LMP strategy contributes to improving the quality of student leadership.

Keywords: Strategy Implementation, Leadership Management Project, Leadership Quality, Boarding School Student