

## **ABSTRACT**

The times that are so fast have caused an organization or company to always develop and improve its capabilities so as not to be left behind with existing competitors, this forces a company to make a change called organizational transformation, Hisana as a company that produces fast fried chicken. serves and has up to 1000 outlets but has many problems in the company, including a lack of professionalism and a traditional work system so that organizational transformation is needed to improve its various systems. Hisana is also committed to being a company that applies Islamic values in every activity it does.

This study aims to analyze the process of transformation in Hisana, besides that, it will also discuss how the role of leaders in companies that are transforming and the application of Islamic values to Hisana after the transformation takes place, the data collection method is carried out by interview, the sources of this study are Hisana employees. as many as 10 people.

The results of this study indicate the stages that occur during the organizational transformation process in Hisana, go through 8 stages of transformation, then it takes a leader who is highly committed, visionary and plays an active role in managing the ongoing transformation, and there is also the application of Islamic values. after the transformation is done.

*Keywords: Organizational Transformation, Leadership, Islamic Values*