

Leadership and Innovation-A Best Practice

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ABSTRACT

Leadership can be termed as a relationship that involves mobilizing, influencing, and guiding team members toward the desired goals. The Modern Leader is a “democratic and innovative organizer” who walks with the team, rather than ahead of the team. Innovative Leaders are creative thinkers who are able to generate creative ideas that become the basis of innovation. The role of the Innovation Leader is very difficult as the path forward is never clear. These leaders must keep a team motivated and moving forward despite a seemingly constant set of obstacles and failures. The aim of this paper is to provide a base for organizations that are making the transition to dynamic-innovation, the need for the hour. The paper is built upon qualitative analysis of current situation prevailing in modern organizations in context to human resource and organizational behavioural issues to strive for innovation in leadership practices. The paper will provide recommendations for the organizations to successfully transition to a more innovative focus, the manner in which organizations must implement talent management and organizational processes to attract, develop, and empower Innovation leader.

1. Introduction

Innovative leadership is the demand of all time for any organization. Innovation gives competitive edge over the competitors. But organization needs an innovative leader who can do the miracle. This paper tries to state what innovative leadership is and what is the process of innovative leadership. Firstly, the paper tries to give a brief impression on the creativity, innovation and leadership that will help us to understand what is innovative leadership. Secondly, the paper explains in detail about innovative leadership.

Business Thinking Vs Innovative Thinking

Innovative thinking is not reliant on past experience or known facts. It imagines a desired future state and figures out how to get there. It is intuitive and open to possibility. Rather than identifying right or wrong answers, the goal is to find a better way and to explore multiple possibilities. Innovative thinking is a crucial addition to traditional business thinking. It allows one to bring new ideas and energy to his role as leader and to solve the challenges.

Scope of Leadership

1. Passion for innovation
2. A long-term perspective.
3. The courage to fail and learn from failure.
4. Deep engagement with the innovators.
5. Willingness to tolerate mavericks and defend them from middle management.

Steps to Innovative Leadership

Tanya Roscorla (2010) cited that in a session on Innovative Leadership, Cheryl Lemke, President and CEO of

the education technology consulting firm Metiri Group, shared seven steps to becoming an innovative leader.

1. Embrace the challenge
2. Drive change through collective creativity and knowledge
3. Shape the culture
4. Establish a professional learning system
5. Decide and systematize
6. Ensure digital access and infrastructure
7. Demand accountability

Six innovative thinking skills

David Magellan Horth & Dan Buchner (2009) has identified six innovative thinking skills.

1. Paying Attention
2. Personalizing
3. Imaging
4. Serious Play
5. Collaborative Inquiry
6. Crafting

F. Scott Fitzgerald once said, “The test of intelligence is the ability to hold two opposing ideas in the mind at the same time and still retain the ability to function.

2. Objective of the Study

1. To identify the process of leading individuals as a group to achieve a common goals.
2. The know the motivational skills of leader.
3. To find the Successful leaders achieve these objectives through a mixture of natural leadership skills.

3. Review of Literature

Innovative Leadership has been embed with a strong network of value system, as stated in New and Improved, LLC Newsletter (2013), united forms a power punch of an Innovative Leader, par excellence. T.S. Eliot cited by **Henry Doss (2013)** advocated the distinction between a leader and a follower and stated that there is today an emerging distinction between "leadership" and "innovation leadership," a new vision of what it takes to become an innovative leader and a leader of innovation.

Employees are more likely to speak up and exchange knowledge when they are part of a workgroup with norms of voicing suggestions, opinions, and concerns (Morrison, 2011). For instance, a study of 626 employees working in six plants of a non-unionized privately-owned American manufacturing firm showed that co-workers influenced norms among employees.

Chen and Hou (2016) found that when direct reports perceive ethical behaviour from their leaders, their creativity is enhanced. In their study of 291 employees and 58 workgroups from R&D institutions in Taiwan, Chen and Hou (2016) found that social learning enhanced employee creativity.

4. Research Methodology

The paper is built upon qualitative analysis of current situation prevailing in modern organizations in context to human resource and organizational behavioural issues to strive for innovation in leadership practices. Data for this study were drawn from a review of secondary sources, consisting primarily of management research papers from reputed journals, human resource newsletters, several corporate websites and media reports related to the study sites.

The leadership competencies listed during this phase was incorporated in a questionnaire designed to determine the perceived significance of each in the success achieved by the

innovation leader being assessed. The innovation leadership competencies rated as most significant were then subjected to content analysis, and group based on similarity of meaning and placed into four descriptive quadrants to indicate the elements of a coherent profile.

5. Findings

The main purpose of this paper is to focus on that in last few years, how the research has helped to understand the phenomenon of Innovative Leadership and what lessons organizations could learn to implement this concept. The paper is built upon qualitative analysis of current situation prevailing in modern organizations in context to human resource and organizational behavioural issues to strive for innovation in leadership practices. Data for this study were drawn from a review of secondary sources, consisting primarily of management research papers from reputed journals, human resource newsletters, several corporate websites and media reports related to the study sites.

6. Suggestion

Innovation and workplace transformation represent two side of the same coin. Trust the workers who working in the concern. He should collebrate and discover some new things. He should communicate to lead and to learn. He should be an courage person and team building ideas.

7. Conclusion

Some companies innovation is the way of life and for some companies it's a crisis element. Innovative leadership as a whole is a source of sustainable competitive advantage which takes a long time for competitors to transcend. However, the innovative leader should have the common sense when to be innovative and when to not.

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