

IMPORTANCE OF INNOVATION FOR EFFECTIVE LEADERSHIP

Osama Sohail

Student, St. Vincent Pallotti College

Phone No. - +918823884321

E-mail ID – osamasohail4@gmail.com

Abstract

Leaders are accountable to assemble teams and lead them to optimal performance outcomes. An effective leader recognizes the importance of embracing differences in people and knows how to connect the dots amongst those differences to get the best outcomes from the team. This is what cultivates a workplace environment of continuous improvements, innovation and initiative. Leaders must foster a commitment from the team to embrace an innovation mindset where each employee learns to apply the differences that exist in one another for their own success and that of the organization.

Introduction

A person is capable of bringing a change but does he wants to? We humans are unwilling to change because we are satisfied with our traditional methods. And in some circumstances we are willing to change when things are bad but what if it's not would we still want to change? Here comes the innovation. This is obvious that if things are bad then we are likely to change but if we accept change when things are good then the good becomes better through innovation. And therefore, innovation implies change.

Innovation is the act of creating something new. It begins with those people who touch the business across all functional and departmental areas. Innovation is something that happens when you have a team who has a pulse on the marketplace and what it is telling them they must do. Innovation is an already planned path. It is not a random process that it happens suddenly without any intention to do so. Innovation is done with intention. It is creating an idea, evaluating the idea and implementing it. It is a cognitive process of generating novel and useful ideas. Innovation involves refining and revising an existing product or service and makes it better. It is a new way of thinking with risk involved. Innovation is also characterized by search, discovery, experimentation and risk taking, i.e., to generate new ideas, products and strategies.

On the other hand, Leadership is the ability to bring people into a desired state. Leaders are accountable to assemble teams and lead them to optimal performance outcomes. An effective leader recognizes the importance of embracing differences in people and knows how to connect the dots amongst those differences to get the best outcomes from the team. Leaders must foster a commitment from the team to embrace an innovation mindset where each employee learns to apply the differences that exist in one another for their own success and that of the organization.

A leader holds certain traits which makes him a good leader. A leader does what he says, he does not hold a character that saying something and doing something else. A leader is a man of his words. A leader takes blame and gives credit, when there is a successive move a leader takes a little credit in that share but when there is an unsuccessful move then he takes all the blame. A leader should be a kind of leader that he wants to follow. A leader should be confident and faithful towards his decisions. He should not doubt his own decision it can make the other team members to lose their confidence. Even in adversity a leader should stay calm and positive. A leader should know the path to success towards which he will lead his team. But all this cannot be done without innovation.

A leader is an innovative person. he knows where to take initiatives. An innovative leader is influential. He holds a trait that makes the others follow him. And how this thing happens? The answer is through innovation. When things are wrong in an organization a leader take steps to make it right. But when things are good in an organization then an innovative leader makes those things better. And it all implies innovation. An innovative leader's approach is different from others that is why people follow him. A leader it is important that he should understand people and work accordingly. For teams to innovate, a leader must challenge each team members and think more critically and should see that there should be continuous improvement. A leader needs to breakdown the old rules and should create new ones, accept the role of change that is taking on an entrepreneurial attitude, embracing risk and beginning to see new opportunity in everything. A leader should be innovative rather than inventive; to create something new from something which already exist. Innovation is crucial for a leader. If innovation is missing in a leader then he will lack the capability to take initiative and this will fail them to make other people follow him/her.

Leaders are known for their innovative ideas. We see in various enterprises that leaders take few innovative steps which enhance the growth and development of a product or service in an organization. An organization cannot run without a leader. As we already know that leaders are the brain of an organization.

Innovation does not only work around the area of a leader but it also work inside himself/herself. A leader also innovate his ideas which brings out to be more favorable. A leader is capable of developing a strategy with another strategy. But how these things come into a leader's mind? The answer is by always searching for innovation. Therefore, a leader is an innovator. A leader always look for how to make things better, it's not that once they made something better then they don't pay heed towards it anymore. They continuously check out that what more can be done. And this more is nothing but innovation.

But innovation is not an easy process it requires lot of effort and risk. It can charge huge cost and even after spending there is no guarantee that it will bring positive results. The consequences of innovation are bore by the leader only. But for the growth and development of an organization, innovation is the key. It is only through innovation that organizations may achieve the growth and sustainability its member's desire.

For the survival and development of an enterprise innovation is crucial. Leadership and innovation goes hand-in-hand. Leadership is the process of bringing an organization into a desired state and this state can only be achieved through a desirable change. So it is possible to infer that successful leadership may only be achieved through innovation. Because innovation implies change.

Therefore, leadership through innovation is the only way that both organizations and individuals may achieve the goals set before the desired stability. If innovation is done rightly then it has the power to change an enterprise, organization even country and the world.

Conclusion

Innovation is the most crucial aspect of a leader. A leader is incomplete without innovation. Innovation is change whereas leadership is bringing members to a desired state. For growth and development of an organization both innovation and leadership are required.

