

## Leadership Through Innovation

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**Abstract:** Creativity and innovation in any organization are vital to its successful performance. The effects of innovation on leadership abilities have not been widely investigated. The leader's job is not to be the source of ideas but to encourage and champion ideas. Although diffusion of innovation theory has existed for some time, there is a need for other perspectives. In related studies it was found that innovation, leadership, and influence were related, though specific relationship indicated tendencies toward certain styles of influence. Implications emerging from the relationship between transformational leadership and innovation are discussed, including the distinction between the champion and "techie" styles of innovation and their basis in leadership activity. Though points of view varied, the theories and frameworks explored advance the understanding of creativity in business and offer executives a playbook for increasing innovation.

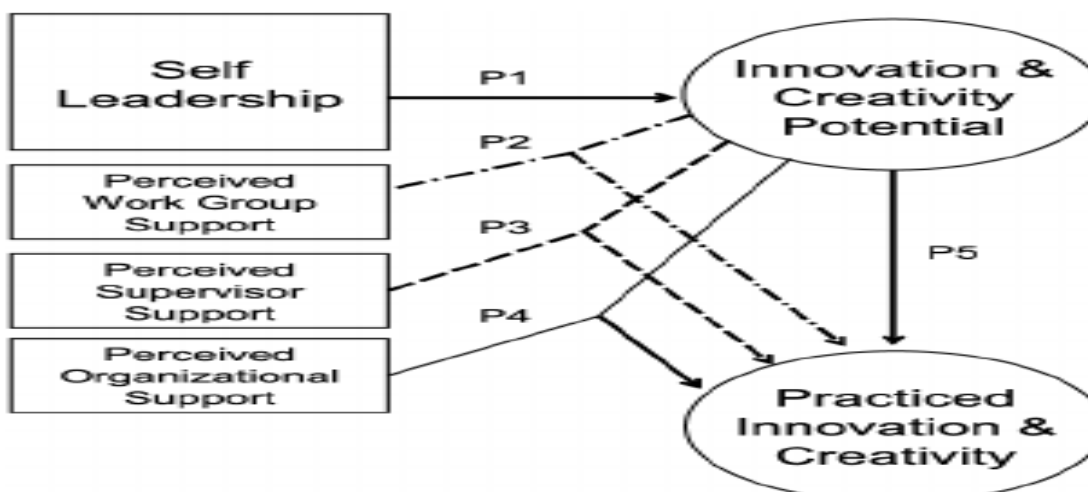
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### Introduction

Innovation involves implementing something new that adds value or quantifiable gain, it requires many skill sets usually those of a team. Not everything new is automatically considered an innovation. It is also an opportunity to clarify the commitment of the participants and have them examine where they are now in terms of leadership development and where they aspire to be by the end of program. Progressive leadership can and does create a climate that encourages creativity and innovation. The most important criteria an idea needs to pass are that it should be.

- New
- Relevant
- ..and Valuable

When you are working on an innovation you are still allowed to try yourself out and make mistakes. You are allowed to invest in innovations and to fail if an idea turns out to be non-convertible. With a project, this is unthinkable, every rupee counts.



**The Importance of Leaders in the Innovation Process**

Scholars have shown how organizational structure, strategy, technology, culture, and other management tools help bring effectiveness and competitive advantage to organizations. They also show that in the 21st-century organizational environment, creativity and innovation are the primary sources of competitive advantage. However, these authors say little about the role of leadership in the innovative process. Creative and effective organizations do not emerge by accident. They require leaders to drive and control deliberate changes in structure, culture, and process in order to transform them into creative, effective, and productive ones. Even though many organizations look for competitive advantage in their structure, strategy, technology, and culture, leadership is the most important source of competitive advantage. Organizational leaders usually decide what happens in the organization and give the direction, vision, and momentum that bring success. Therefore, leaders are the catalyst that create and manage the environment.

### Collaboration and Networking

Collaboration allows organization to use the collective wisdom of multiple individuals or groups to accomplish tasks or projects. Collaborative knowledge sharing enables people in organization to access relevant knowledge from a broader scope of resources. Collaboration performance is based on how effectively the knowledge can be shared across people, and how effectively the resulting knowledge can be organized and disseminated to support decision-making.



### Relevant expertise

It is worth noting that innovative leaders are people who have an expertise relevant to their innovative projects. When accountants or financial experts are put in charge of car companies, they are seldom innovative leaders. They understand the finances behind the products, but not the products. When engineers or car designers, on the other hand, are in charge of car companies, they have the knowledge and experience necessary to become innovative leaders for their companies. Of course that does not guarantee they will be innovative leaders! The vision and motivation are also critical.

### Drawing on the Right Minds

The first priority of leadership is to engage the right people, at the right times, to the right degree in creative work. That engagement starts when the leader recasts the role of employees. Rather than simply roll up their sleeves and execute top-down strategy, employees must contribute imagination.

## Challenge People

Without challenge, there is not enough stimuli to elicit creative responses. But too much challenge burdens and overwhelms the emotions and the mind, shutting off the capacity for creative thought. Productivity also increased when the scientists and engineers were given positive reinforcement and were encouraged to participate in policy making

## Conclusion

From the following article it is concluded that visioning is the vehicle which bears creativity and innovation. The creative and innovative leader plays the role of a cultural officer who identifies norms and values of organizational efficiency and moves the group forward.

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