

# Innovative leaders and its effects on organization's performance

Emad Mubarak

## Abstract

The innovative leader is the limitless source of creative ideas that can contribute in any organization performance. This type of leader helps to encourage creative behavior of employee. Risk taking is the important aspect of innovative leader personality that is help to create new opportunities to come up with new ideas that become products. Leadership is play important role in innovative and creative process in attempting to achieve great work. Also, innovative ideas can contribute to maximize the quality and efficiency of the working process. No organization can survive in competitive environment of business nowadays without an innovative mentality and creative ideas because the growth link to these innovative mindsets. Moreover, those leaders have direct impacts on people and organization because they create creative climate within the company that make easier to come up with new inventions.

## Identification of the Issue

### The Need

The innovative leader is an important part of any successful organization. It is essential to any organization to have a creative and innovate leader to create bright future and deep change within the organization. In complex world of today, the demand of innovative leader is really high. The complex industry needs creative ideas to improve the company outcome. Leveraging from the innovate leader mentality is a huge gain to the any organization in nowadays challenging environments.

## Statement of Research Problem

This research will investigate the relationship between the innovative leader and organization performance. Any person who interested in innovative leadership will gain knowledge, and the findings of this executive report will be beneficial to him/her by being able to utilize the any available sources to become an innovative leader.

## Credibility

Case studies and articles were examined to provide the information in this research. The proofs presented will show the benefits of an innovative leadership mentally and the creative ideas in the organizational change. The cited information presented comes from valid and credible and scholarly sources. The findings will be summarized in an outline for an implication of innovative leadership in organizational change.

## Literature Review

Nine sources are included in this research to define innovative leadership and identify leaders who are, or have the potential to be. These sources also provide examples of existing method of innovative leaders. From the literature found, answers to the following questions were found:

- 1) Does the innovative leader affect employee productivity?
- 2) Does the innovative leader have impacted the performance of organization?

The following hypotheses are put forward to study:

1. Innovative leader helps to increase employee productivity.

2. Innovative leader play significant role to enhance organization performance

Dependent Variable	Role of innovative leaders in working place.
Independent Variable	Employees' product ivies and organization performance.
Extraneous Variable	Male or female leaders, new products

## Leader and innovation

In the rapid changing environment in business world, the demand of innovative and creative leader has become higher than last decade. Innovative leader can help organization to build a creative team that can come up with new inventions that will help to increase revenue and build high reputation among other competitors. The leader can motivate the employees to work hard, and that reflect on company outcomes positively. Innovative performance is

strongly influenced by leadership and professional attitude (ISAKSEN& AKKERMANS, 2011). According to ISAKSEN&AKKERMANS (2011) provide the definition of innovation as” The design, invention, development and/or implementation of new or altered products, services, processes, systems, organizational structures, or business models for the purpose of creating new value for customers and financial returns for the firm”.

#### **Effects of innovative leader on employee’s productivity**

Leaders of innovation are those who exert influence and motivate others to work together collaboratively to accomplish new and useful outcomes (ISAKSEN& AKKERMANS, 2011). This kind of leader can contribute in changing future of the organization, and play effective role to increase employee productivity. The innovative help to create successful climate within the organization, and that would maximize employee productivity. ISAKSEN&AKKERMANS (2011) defined climate as the observed and recurring patterns of behavior, attitudes, and feelings that characterize life in the organization. The innovative leader knows how to create productive work environment that has reduce the pressure on employee, and it has positive benefits in return. According to ISAKSEN& AKKERMANS (2011) said” When they tested for moderation effects of time pressure they found that creative outcomes increased when employees perceived low time pressure in a work environment that was highly supportive of creativity.

#### **Innovative leader and organization performance**

The leader with innovative skills can help to turn organization to profitability as result of his ideas. According to ISAKSEN&AKKERMANS (2011) found that overall organizational performance has been linked to organizational innovation and creativity. The importance of innovative mindsets is essential in any successful organization because it led them to create creative outcomes that will reflect on financial results. Many scholars found that innovative performance is strongly influenced by leadership and professional attitude (ISAKSEN&AKKERMANS, 2011). Which is shows the numerous benefits of having this kind of leader, and what is direct influence on organization dignity.

#### **Conclusions**

The literature researched provided answers to the defining innovative leader and being able to identify innovative leaders. The implications of the findings of this research are that innovative leader and his creative ideas is important and the organization to maximize employee productivity and enhance organization performance because of globalization.

#### **Approaches**

There were two cases researched that shows positive results of having innovative leader within any organization, and what are the countless benefits on employee outcomes and organization profitability. This paper examines the importance of innovative leaders and how to identify those types of leaders in any organizations that wants to be successful in business world. Innovation skills can be generated through practice and learning.

#### **Recommendations**

The recommendations are to implement innovative leadership behaviors, which can be used to lead successful organizational change.

1. Innovative leadership is essential part of any successful organization.
2. Develop skills to be a well-rounded innovative leader.
3. Innovative leadership skills gained through training and observation.

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