



Lmol 607 Leadership, Technology, Job Design, Socio-Technical Systems and Innovation

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Lmol 607 Period 3 Assignments- Organizational Innovation Project

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I. ROLE OF ORGANIZATIONAL LEADERS IN PROMOTING INNOVATION

The modern world has seen the development of a number of organizations, institutions and other bodies that are profit-minded. In order to achieve their objectives and goals, several organizations have put in place good and excellent leadership structures. The roles of leaders vary from one organization to another. This is attributed to the fact that not all organizations have similar objectives. Today, innovation has played an integral role in the success of several organizations such as Samsung, Coca-Cola, Adidas and Apple among others. Not even a single organization would go against or oppose the idea of innovation; bearing in mind the benefits that it has in the long run (McDermott & Sexton, 2004). In fact, almost all organizations across the globe are scrambling to embrace innovation with an aim of providing long lasting solutions to their myriads of problems. If an organization is to produce steady innovative ideas, it is the role of organizational leaders to forge ways and means of achieving this. Therefore, the main idea in this case is how organizational leaders should engender and promote innovation in the workplace.

In promoting innovation in their workplaces, organizational leaders should strive to hire the right people who are qualified and competent for job positions (Organization for Economic Co-operation and Development. & International Workshop on Social Sciences and Innovation, 2001). Although hiring people with great innovative abilities is a challenging task for organizational leaders, they should struggle to bring the best talents into their workplaces. During the process of employment, organizational leaders should ensure they recognize traits such as imagination, inspiration, persistence and boldness among new employees. Definitely, employees possessing such traits will be on the forefront in promoting innovation in workplaces.

Subsequently, in promoting innovation in their workplaces, organizational leaders have the responsibility of structuring thought processes for innovation. There is a common misconception among individuals in the world of entrepreneurship that structuring diminishes creative thinking and innovation. This is untrue because it is only through effective and proper structuring in organizations that people can be able to measure outcomes that are tangible. Innovation on the other hand, enables people in an organization to come up with new ideas and products that are tangible (McDermott & Sexton, 2004). Thus, good structuring in organizations involves placing employees in various departments that they are well conversant with. Moreover, in well thought processes for innovation, organizational stakeholders are often in a position to define essence of problems, embrace the problems or challenges, come up with and execute excellent ideas that are of benefit to their organizations. Hence, organizational leaders should ensure that structuring is part and parcel of their leadership and management strategies.

Studies show that several organizations that fail to achieve their set goals and objectives often go astray and lose focus. Instead, they embrace practices that lead to losses rather than profits. The individuals to blame in such situations are the organizational leaders. They should ensure that all organizational stakeholders stay focused on achieving the set organizational goals and objectives (Schein, 2010). This can be achieved by holding get-together meetings which provide platforms for discussing the dos and 'don'ts' at the workplace. It is at such meetings and get-togethers that employees and other stakeholders will get opportunities to think about new ideas and solutions that can boost the operations of organizations. In the long run, innovation is enhanced and at the same time, employees will have a refreshed perspective of their roles in the workplace.

Additionally, for leaders to engender and promote innovation at the workplace, they need to provide stable and good environments that enable the prosperity of innovation. Such environments include motivating employees through rewards when they come up with new ideas that are of benefit to the organization (Schein, 2010). Besides, organizational leaders should make their employees realize a sense of ownership. For instance, employees should be given the ability to formulate an idea or inspiration and this will give them better opportunities of enhancing innovation in their various organizations.

Other important stakeholders in promoting innovation in organizations are the customers or consumers. Thus, the role of organizational leaders is to collect feedback from customers about products and services offered by organizations. The feedback from customers on how they view and use products and services of various organizations contributes in one way or another in promoting innovation at the workplace (Schein, 2010). For instance, through soliciting the opinions of customers about various products, organizational leaders can have an insight into potential areas that need or require improvement. The improvement is thereafter achieved through adoption of new innovative ideas. Customers' feedback also enables organizational leaders be aware of the areas where they are doing well and how to integrate new ideas in such areas.

All said and done, the adoption of new innovative ideas in any organization is dependent on the leaders. This is because it is the organizational leaders with the ability to adopt and implement new innovations in their workplaces. A good number of organizations that have failed to adopt new ideas either have irresponsible leaders with poor leadership qualities or do not have effective leadership structures. Advisably, leaders should go an extra mile to ensure that all stakeholders contribute in one way or another in promoting and engendering innovation in the workplaces (Schein, 2010).

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