



Article

The Role of a Leader in Stimulating Innovation in an Organization

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Abstract: Many organizations seek ways to stimulate and encourage staff innovation. One of these is leadership that can boost staff innovation behavior. The aim of this article is to reflect on leadership and its contribution to stimulating innovation. To achieve the aim of the article—and to verify the hypotheses—deductive inference, the analysis of the subject literature and the author’s own questionnaire were used. The research was carried out with an original questionnaire to assess the role of a leader in stimulating innovative activity. The questionnaire consists of 28 statements. The analysis of the results of the empirical research has confirmed the research hypotheses that the role of a leader is to stimulate the creativity of employees and reward their innovative behavior. The analysis of the role of leadership in stimulating organizational innovation showed that the vast majority of statements concerning the role of leadership achieved a mean score above 5.0 (86%)—an average level. The research suggests that leaders should first and foremost play the following roles in stimulating innovation (e.g., a performer/creator of employee creativity and a promoter of rewarding the innovative behavior of employees).

Keywords: leader; leadership; innovation; innovation management; stimulating innovation

1. Introduction

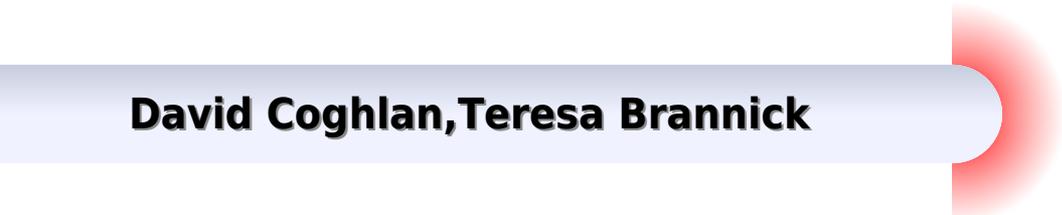
In an unstable and competitive environment, organizations attempt to find different ways to gain a competitive advantages. One of these ways is to introduce innovations. Technological progress, changes in consumer behavior, increased competition, limited resources, short product lifecycles and evolving business are only some of the factors that create the need for innovation in organizations.

Therefore, the scope and type of implemented innovations tend to undergo modifications as the organization develops and business models change. Innovation is one of the most important sources to gain a competitive advantage (Hansen 2014; Abidin et al. 2013; Gunday et al. 2011; De Jong and Vermeulen 2006). While some organizations opt to innovate to stand out, others are forced to innovate to survive. In general, innovation in different areas of a company’s activity improves productivity, efficiency and quality of work, thereby increasing the quality of products and their competitiveness and improving the overall efficiency and productivity of the company.

Various factors determine innovative activity in an enterprise. Determinants affect both companies and individual units employed by them. Many factors determine innovative processes and, broadly speaking, they can be divided into external and internal factors (Koziol-Nadolna 2015). Internal conditions create the innovative potential of an enterprise to innovate and these include tangible, intangible and human resources. The theory of company resource development—popularized since the 1990s—assumes that rare resources and skills guarantee extraordinary and outstanding profits and additionally ensure rapid development and a considerable competitive advantage (Barney Jay 1991; Prahalad and Hamel 1990; Grant 1991).

Stimulating The Organization

David Coghlan, Teresa Brannick



Stimulating The Organization:

Management and Administration, 1923 **The HUMANISTIC APPROACH in Psychology & Psychotherapy, Sociology & Social Work, Pedagogy & Education, Management and Art: Personal Development and Community Development SECOND EDITION**, 2023-11-23 The purpose of this book THE HUMANISTIC APPROACH IN PSYCHOLOGY PSYCHOTHERAPY SOCIOLOGY SOCIAL WORK PEDAGOGY EDUCATION MANAGEMENT AND ART PERSONAL DEVELOPMENT AND COMMUNITY DEVELOPMENT Second Edition is to achieve an investigation as exhaustive and comprehensive as possible on the presence of the humanistic approach with an emphasis on the dual humanistic valences in a wide range of social and human fields thus bringing before the reader as an alternative to the modular strictly monodisciplinary approaches a multidisciplinary and complex approach thus putting almost all the most important social human disciplines and practices under a single humanistic dual humanistic umbrella and presented in a single book The Chapter 1 highlights the diversity of approaches in the social and human domains focusing on three great approaches mystical spiritual and religious strictly scientific and humanistic In Chapter 2 the sources and models of the humanistic orientation are explored identifying in this sense with priority Humanism and philosophical influences such as criticism ontology humanistic philosophy and some oriental spiritual practices This chapter highlights also the contribution of phenomenology existentialism personalism gestaltism neo Marxism the Frankfurt School secular humanism the human rights movement postmodernism feminism and complex and emergent systems theories Chapter 3 focuses on the humanistic dual humanistic approach in psychology and psychotherapy The basic principles of the humanistic approach to the human psyche were highlighted as well as the dual humanistic approach to personality and behavior Chapter 4 discusses the humanistic dual humanistic orientation in sociology and social work highlighting the characteristics of social humanism and their different postures in the field of sociology and social work Chapter 5 brings to the reader's attention the humanistic approach to pedagogy and education emphasizing the specificity of child student center education and the characteristics of the dual humanistic approach in pedagogy education Chapter 6 addresses the issue of humanistic management emphasizing how this approach generated a significant change in work organizations focusing on people employee development and their well being Chapter 7 discusses the humanist approach in art theater and film highlighting the characteristics of humanistic aesthetics and humanistic teatrology filmology Chapter 8 brings other disciplines into the discourse such as medicine politics religion technology science ecology and economy highlighting how the humanistic approach influences these fields and brings a dual perspective between person centeredness and human social solidarity Chapter 9 presents some of the characteristics of the humanistic dual humanistic approach to personal development focusing on the formation of a strong humane and complete personality Chapter 10 discusses the humanistic approach especially through its dual humanist valence in community development emphasizing how it as philosophy culture and politics can contribute to the formation of a

strong and humane solidary community with the inclusion of the goals and values of personal development fulfillment and the happiness of their members Regarding the usefulness and addressability of this edition of this book the design content and bibliography are made in such a way as to be useful both to the academic community to students and to teachers and to the professional community to psychotherapists educators managers social workers artists medical practitioners politicians etc The work being unique in its way because it brings together under the umbrella of a humanistic approach the most important social human sciences and practices it is of course also addressed to readers interested in such a perspective The Rotarian ,1941-10 Established in 1911 The Rotarian is the official magazine of Rotary International and is circulated worldwide Each issue contains feature articles columns and departments about or of interest to Rotarians Seventeen Nobel Prize winners and 19 Pulitzer Prize winners from Mahatma Ghandi to Kurt Vonnegut Jr have written for the magazine

Business Books Newark Public Library. Business Branch,1927 **Organizing & Organizations** Stephen Fineman,Yiannis Gabriel,David Sims,2009-11-17 Organizing and Organizations is well loved by students and lecturers for its accessible conversational tone and insightful real life examples introducing the study of organizations and organizational behaviour Fineman Gabriel and Sims eminent academics in the field cover a wealth of key concepts research and literature leaving students informed and engaged The Fourth Edition builds on the strengths of previous editions to provide you with a textbook that continues to stand out from the rest This new edition has been fully developed to include New chapters on Influence and Power and Innovation and Change A new section within each chapter that highlights the theoretical links informing the chapters New review questions to test and apply your understanding of the ideas in each chapter New reading on sections that direct you to free links to highly recommended journal articles relating to each chapter s coverage and found on the companion website New critical review questions at the end of each chapter to encourage debate Each chapter is now enlivened with pictorial illustrations A fully updated glossary of key concepts in the study of organizations Organizing and Organizations integrates a strong critical approach throughout **The Midland Monthly** ,1897 *Monthly Labor Review* ,1973 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews *Neuropsychological Interventions for Children - Volume 2* Natália Martins Dias,Caroline de Oliveira Cardoso,2024-05-27 This book is the second of two volumes that aim to serve as a comprehensive guide for professionals working with neuropsychological interventions especially designed for children This second volume complements the theoretical and practical foundations presented in the first volume by presenting applications to different clinical conditions and by exploring interfaces of neuropsychology with other areas of research and practice Chapters in this second volume are divided into two parts The first part presents a series of case studies illustrating the practice and experience of neuropsychological rehabilitation and habilitation in different clinical conditions The second part brings together chapters that discuss the interfaces of neuropsychology with different areas which can use its knowledge and interventions such as

school neuropsychology or which can be used as strategies within neuropsychological intervention or even compose inter and transdisciplinary partnerships in the work of promotion stimulation or cognitive remediation such as the use and role of music games and play mindfulness and transcranial direct current stimulation So chapters in this second part highlight the interfaces with other approaches knowledges or disciplines Originally published in Portuguese and now available in English Neuropsychological Interventions for Children Volumes 1 and 2 will be of interest to professionals working with neuropsychology in clinical and school contexts It will also be useful in neuropsychology teaching contexts specialization courses in neuropsychology and related areas and for students and professionals in interface areas such as Psychology Education Speech Therapy Occupational Therapy among others The translation of the original Portuguese version of this book into English was done with the help of artificial intelligence A subsequent human revision was done primarily in terms of content

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Nation's Health ,1921 *Videotape and Stimulated Recall as an Ongoing Aid in Organizational Communication* A. Ian Cringle,1988 **Doing Action Research in Your Own Organization** David Coghlan,Teresa Brannick,2009-10-21 Doing Action Research in Your Own Organization is the essential resource for anyone embarking on a research project in their own organization or as part of a work placement programme whether in business healthcare government education social work or third sector organizations The authors provide an easy to follow hands on guide to every aspect of conducting an action research project and have added in the Third Edition more on politics and ethics to help researchers negotiate gaining access and permission and building and maintaining support from peers and relevant subsystems within an organization more on writing an action research dissertation and treatment of sensitive issues such as giving feedback to one s superiors and peers disseminating the research to the wider community and handling interpretations or outcomes which may be perceived negatively by the organization involved more case examples and reflective exercises taken from a wide variety of organizational settings to aid students and researchers whatever their background discipline **Chicago Commerce** ,1917

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Table of Contents Stimulating The Organization

1. Understanding the eBook Stimulating The Organization
 - The Rise of Digital Reading Stimulating The Organization
 - Advantages of eBooks Over Traditional Books
2. Identifying Stimulating The Organization
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Stimulating The Organization
 - User-Friendly Interface
4. Exploring eBook Recommendations from Stimulating The Organization
 - Personalized Recommendations
 - Stimulating The Organization User Reviews and Ratings

- Stimulating The Organization and Bestseller Lists
- 5. Accessing Stimulating The Organization Free and Paid eBooks
 - Stimulating The Organization Public Domain eBooks
 - Stimulating The Organization eBook Subscription Services
 - Stimulating The Organization Budget-Friendly Options
- 6. Navigating Stimulating The Organization eBook Formats
 - ePub, PDF, MOBI, and More
 - Stimulating The Organization Compatibility with Devices
 - Stimulating The Organization Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Stimulating The Organization
 - Highlighting and Note-Taking Stimulating The Organization
 - Interactive Elements Stimulating The Organization
- 8. Staying Engaged with Stimulating The Organization
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Stimulating The Organization
- 9. Balancing eBooks and Physical Books Stimulating The Organization
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Stimulating The Organization
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Stimulating The Organization
 - Setting Reading Goals Stimulating The Organization
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Stimulating The Organization
 - Fact-Checking eBook Content of Stimulating The Organization
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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