



Article

# The Role of a Leader in Stimulating Innovation in an Organization

Katarzyna Koziol-Nadolna

Institute of Management, University of Szczecin, 70-453 Szczecin, Poland;  
Katarzyna.Koziol-Nadolna@usz.edu.pl; Tel.: +48-9-1444-2016

Received: 30 May 2020; Accepted: 16 August 2020; Published: 20 August 2020



**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

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Technology in several forms especially Information Technology IT has a strong tendency to converge at varying degrees This phenomenon of converging innovation is likely to deepen and widen in the future due to intense competition in global markets Asian manufacturing firms in particular lead the global industrial innovation Convergent innovation exists as a constant disequilibrium between reference technology and matching technology innovations of these technologies occur at different degrees to attain an optimal balance Innovations as a result of convergence are often beneficial improving welfare and employment This book sheds light on the little discussed idea of convergent innovation with examples hailing from Asia The book also proposes new theories and investigates convergence at the micro level guaranteed food for thought for academics interested in innovation economics and management      *The Efficiency Magazine* ,1914      **The SAGE Handbook of Organizational Communication** Linda L. Putnam,Dennis K. Mumby,2013-11-04 Organizational communication as a field of study has grown tremendously over the past thirty years This growth is characterized by the development and application of communication perspectives to research on complex organizations in rapidly changing environments Completely re conceptualized The SAGE Handbook of Organizational Communication Third Edition is a landmark volume that weaves together the various threads of this interdisciplinary area of scholarship This edition captures both the changing nature of the field with its explosion of theoretical perspectives and research agendas and the transformations that have occurred in organizational life with the emergence of new forms of work globalization processes and changing organizational forms Exploring organizations as complex and dynamic the Handbook brings a communication lens to bear on multiple organizing processes      **Chicago Commerce** ,1917      **Annual Report of the Governor of Porto Rico for the Fiscal Year Ending June 30 ...** Puerto Rico. Governor,1929      **Official Reports of the Debates of the House of Commons of the Dominion of Canada** Canada. Parliament. House of Commons,1928      Advances in Production Management Systems E. Eloranta,2012-12-02 This book is divided into four sections invited papers principles systems and techniques The invited papers form an extensive overview of the state of the art of production management The themes range from the everlasting hunt for better productivity to the implications of CIM architectures particularly CIM OSA for production management The other three sections of the book look at the various problems affecting production management One of the characteristics of modern production management is the need for better principles systems and techniques for interorganizational production management Another topic of crucial relevance is the necessity to master not only repetitive manufacturing but also one of a kind product manufacturing From the managerial point of view the forecast based make to stock principles have proven insufficient with market forces demanding fast and reliable deliveries of

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