

Thread: Innovative Leaders

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Innovative Leaders

According to Dyer, Gregersen and Christensen, innovative leaders have set skills that are known as "discovery skills" or the "innovator's DNA" (2009). These skills are associating, questioning, observing, exploring and networking. An example used in this article is Pierre Omidyar, the founder of eBay. His use of associating allowed him to connect unrelated problems and ideas such as the need to create a more effective market, his fiancées' need to locate collectibles and the unproductive local classified ads. Many leaders have the skills listed by Dyer, Gregersen and Christensen.

Leaders need to be able to ask the right questions to find the right answers. This skill set allows leaders to find ideas for their products or goods. Observation of others or more importantly, customers, allows entrepreneurs to make connections with the needs of society or humanity and their product. Experimenting allows the implementation of new ideas and improved products to offer customers. Networking opens the door to testing ideas through other people that have different standpoints and concepts (Dyer, Gregersen and Christensen, 2009). These learned skills make an innovative leader.

An organization's culture has a huge impact on business performance (Denison, Hooijberg and Leif, 2012). Innovative leaders must create an organization's sense of mission, allow for great adaptability, seek the involvement of others and provide consistency in core values. An example Denison, Hooijberg and Leif use is the IKEA founder, Ingvar Kamprad (2012). Ingvar used his global business strategy to grow his ideas and Swedish furniture business based on core beliefs and conventions. His business became world-known and spread all through Europe and into the U.S all while keeping to his core values.

Resources

Denison, D., Hooijberg, R., & Leif, C. (2012). Leading culture change in global organizations : aligning culture and strategy. Retrieved from <https://ebookcentral-proquest-com.library.capella.edu>

Dyer, J. H., Gregersen, H. B., & Christensen, C. M. (2009). The innovator's DNA: Five "discovery skills" separate true innovators from the rest of us Harvard Business School Press.

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