

Transformational Leadership and Workplace Innovation

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Introduction

This essay evaluates the transformational leadership impact on creating the innovation in the workplace. The innovators and innovations have always involved the consideration. Organizations like Google, Southwest Airlines, Intel, Apple and 3M have been at the innovation forefront and have been considered in an effort with the intention to explore the surreptitious of their maintained groundbreaking rehearses. The majority of the studies have exposed that there is a combination of individual, organizational and contextual factors that are accountable for invention. In this essay, innovation will be emphasized, specifically how transformational leadership creates innovation in the workplace that can easily unleash the capability of the companies.

Innovation – Transformational Leadership In Workplace

There are two trends that shape businesses. Firstly, in an economy all around the world, organizations cannot extensively depend on access to technology, natural resources or technology. As the basis of the competitive benefit loses relevance, this gives emphasis to the differentiation from firms that demonstrate that it is the superiority of its labor force and their capability to get possessions done in a good way. On the other hand, the second trend is associated with the first one, which also focuses on the competition that has loosened from the product market to the work market. With regard to appealing to the best workers in the workplace, companies are bending over backward to offer the employees careful selection processes, competitive salaries, a good working environment, exciting roles and attractive benefits (Carmeli, Sheaffer, Binyamin, Palmon and Shimoni, 2014).

These trends usually underline the gratitude that the personnel is reliably revolutionizing, and providing the best to the workplace is one of the greater sources of maintaining good benefits within the organization. There is a technique to assess the extent that demonstrate regarding workforce in the organization and provides the best to the company with the intention to measure the engagement of employees in the workplace. The organization strives for employee commitment and cannot have enough money to disregard its leadership (Chughtai, 2015). Transformational leaders stimulate the supporters with their vision and address their requirements so that they can be able to engage followers in the achievement of that particular vision. Birasnav (2014) determined that transformational leaders have become role models for their followers who go outside their self-

interests for the advantage of superior cooperation. The admirers finish to determined and seek motivation levels as well as material rewards (Dess and Picken, 2000).

Transformational Leadership And Organizational Innovation

Dussault and Frenette (2015) explain innovation in the workplace as the formation of useful and valuable new products or services as a good missile. There is a market-oriented method that increases the definition and includes the returns because of the innovation in the workplace. In accordance with Henker, Sonnentag and Unger (2015), innovation in the workplace in this essay is explained as the organization's tendency to expand new or better-quality services/products and its achievement in carrying those services/products to the marketplace.

This kind of method is reliable with Damapour's (1991) definition regarding product innovations as the product or facilities presented to encounter the market need and external user and the explanation delivered by OECD (2004) as to bring the new product or deal to the market successfully. According to the study of Kao, Pai, Lin and Zhong (2015), transformational leaders increase innovation within the organizational context, whereas companies have the propensity to revolutionize. The transformational leaders use knowledgeable simulation including the inspirational motivation, these two are critical for the innovation in the workplace. Also, in other words, transformational leaders endorse original and unique thoughts within their workplace, and their attitudes and behaviors are optional to entertain as creativity increases the services, serves the reward, and modifies the consideration for the followers (Dess and Picken, 2000).

On the other hand, it is also identified that intellectual stimulation increases the exploratory thinking of the employees, whereas inspirational motivation gives encouragement to the generation procedure idea. According to the study of Khalili (2016), the championing role has been reflected in the behavior of transformational leaders. This groundbreaker grows their follower's self-efficacy, self-confidence and confidence. Moreover, this groundbreaker inspires their supporters with their vision, enhances their inclination to achieve outside prospects as well as tests to adopt the methods related to innovation while working in the organization. For example, Khalili (2016) determined that transformational leadership was definitely and meaningfully related to the innovation of the organization as leisurely by the research and growth expenses and the copyrights obtained over the last three years. Additionally, the effect of the tendency to innovate in the workplace, transformational leadership has a positive impact on the achievement of the inventions in the market as well (Kim and Yoon, 2015).

Transformational Leadership And Support For Innovation

Li, Mitchell and Boyle (2016) argued that innovation in the workplace depends on whether the company has the weather that supports uniqueness or innovation. Even when the person has developed the innovation capacity, their willingness to undertake productive efforts by their beliefs can be conditioned about the results of such actions in a provided environment. When the culture of the organization emphasizes effective and reliable operations without making any kind of errors or is not worried about uniqueness or innovation, employees from taking the plan in their work will be discouraged if they are provided autonomy. According to the study by Masood and Afsar (2017), this is because the employees fear the negative consequences potentially related to dangerous choices. Conversely, when the organization's culture values the plan and ground-breaking methods, workers are more likely to take calculated risks, derive intrinsic enjoyment, and accept challenging assignments from their work.

Therefore, the organizational culture and climate represent the shared social build, ing which demonstrates that leaders might have considerable influence and control. Khalili (2016) has viewed managers as key roles who transform, develop and institutionalize the culture of the organization. Along with the same vein, Oldham and Cumming (1996) argues that leaders and organizational founders connect what they actually believe to be wrong and right, these personal beliefs of the individuals have become the part of the organizational culture and climate. As was earlier discussed, the characteristics explain the ability of transformational leadership to stimulate and alter the tendency of its followers for the longer term and create more perspectives.

On the other hand, when the transformational leader rouses the labors of followers to be creative and innovative by reframing issues, questioning their assumptions and among employees, it creates and values creative procedures, innovative work approaches and risk-taking approaches. Once this kind of climate in the workplace is recognized, it helps as the sense-making expedient and guides the code for creative work procedures that could lead to innovative services and products ultimately. Various empirical studies have provided evidence that groups' or organizations' climate for innovation is an important determinant of innovation in the workplace. Oldham and Cumming (1996) found that there is a positive connection among the team's climate for innovation where six of the indicators regarding innovation can be explained, such as supervisory ratings and number of patents. Also, in other words, it is identified that there is a significant and positive association among the support for innovation and leader-member exchange, which in turn was associated with the innovative attitude or behavior positively among the employees (Dussault and Frenette, 2015).

Transformational Leadership And Empowerment

Sometimes, transformational leaders take the instruction method and often pursue the contribution of followers by making it important and providing cooperation importance and performing the collective tasks that provide the opportunity to learn from the shared experiences as well as delegate the authority to the followers to implement any kind of action for the effective performance. Through such sort of means, the transformational pioneers create a workplace where the larger part of its adherents feel enabled and look for imaginative ways to deal with their employment. Oldham and Cumming (1996) have gone so far as to argue that there is a major aim of transformational leaders, which is to develop the self-management and self-development skills of the followers, which also allows them to make the actions and implement them without any kind of straight management or interference.

According to Oldham and Cumming (1996), freedom or autonomy is the cause of originality in the organization, due to which people produce creative work when they observe individual control over how they can be able to approach the provided tasks. The majority of the people are empowered and are likely to be motivated intrinsically as well as promote the endeavors creatively. Henker et al. (2015) found that individuals create creative ideas and thoughts when they function with high autonomy to get the task done in a good work environment. Also, on the other hand, it is identified that leaders are expected to have the effect of transformational leadership by only stimulating their followers in an intellectual way. When the leaders stimulate intellectually, they promote their devotee's push to be innovative by reframing the issues, addressing presumptions and moving toward old circumstances in new ways. They can be able to enhance their thinking by encouraging their followers and making them think outside of the box (Masood and Afsar, 2017). Inspirational motivation refers to which leaders are capable of motivating the followers in order to articulate the vision and inspirational vision as well as cultivate psychological safety where followers can be easily encouraged to energize and take interpersonal risks to perform the expectations (Damapour, 1991).

Also on the other hand, Oldham and Cumming (1996) explored that there is a connection between follower creativity and transformational leadership that has been validated in the study of almost 290 workers from 46 Korean companies under their supervisions which also demonstrate that the behavior of the transformational leader led to the creativity and innovation of workers. The transformational leaders and their behaviors enhanced the followers, which led to greater creativity. Li et al. (2016) explained that as the leader, people should stimulate their followers through punishments and rewards so that they can be able to seek them for the cause. The leaders depend on material punishments and rewards that need to create the effective team, companies should harness the creativity in their workers (Khalili, 2016). It can be said that the investigation has made the commitment to the writing while the experimental research has determinants of innovation and creativity, which demonstrate that leadership has been understudied comparatively regardless of its wide acknowledgment among the researchers as the key supporter of the execution in the associations

Conclusion

In conclusion, prior research has recommended that styles of the leadership of the managers in organizations can impact the creativity and innovative ability of the company. There is the main avenue where it demonstrates that there is a positive impact that arises and detains the establishment of the climate in the organization. The climate empowers the workers and gives support for innovation. There is an extant discussion on leadership that proposes how transformational leadership is demonstrated by other studies and how it affects innovation indirectly at the collective level of the company. According to the discussion above, it is identified that there is a linkage between organizational innovation and empowerment, which delegate autonomy to workers and are less productive instead of becoming innovative. The factors might help to demonstrate the expected findings where social esteems are high in control separately. The specialists tend to lean toward top chiefs who take control of the procedure and lead by instance. Hence, the study revealed that workers have a high power cultural disposition and might feel disordered when alone and ask to find out what they exactly need to do and how they have to achieve their goals.

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