

# Innovation Leadership Teams

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# Understanding Leadership

*What is leadership about?*

# Understanding Leadership

Builds trust.

Directs the organization towards a vision. Question the status quo.

Communicates and develops relationships. (Emotions)

Recognizes the opportunities and implements organizational change.

Leadership has no day offs.

# Understanding Leadership

## Different styles of leadership:

- Transformational (inspiring, visionary)
- Transactional (structured, goal-oriented)
- Servant (people-first approach)

# Innovation and Leadership

*What is innovation?*

# Innovation and Leadership

Creating new ideas, methods, or products

Importance in academia and industry (breakthrough discoveries,  
technological advancements)

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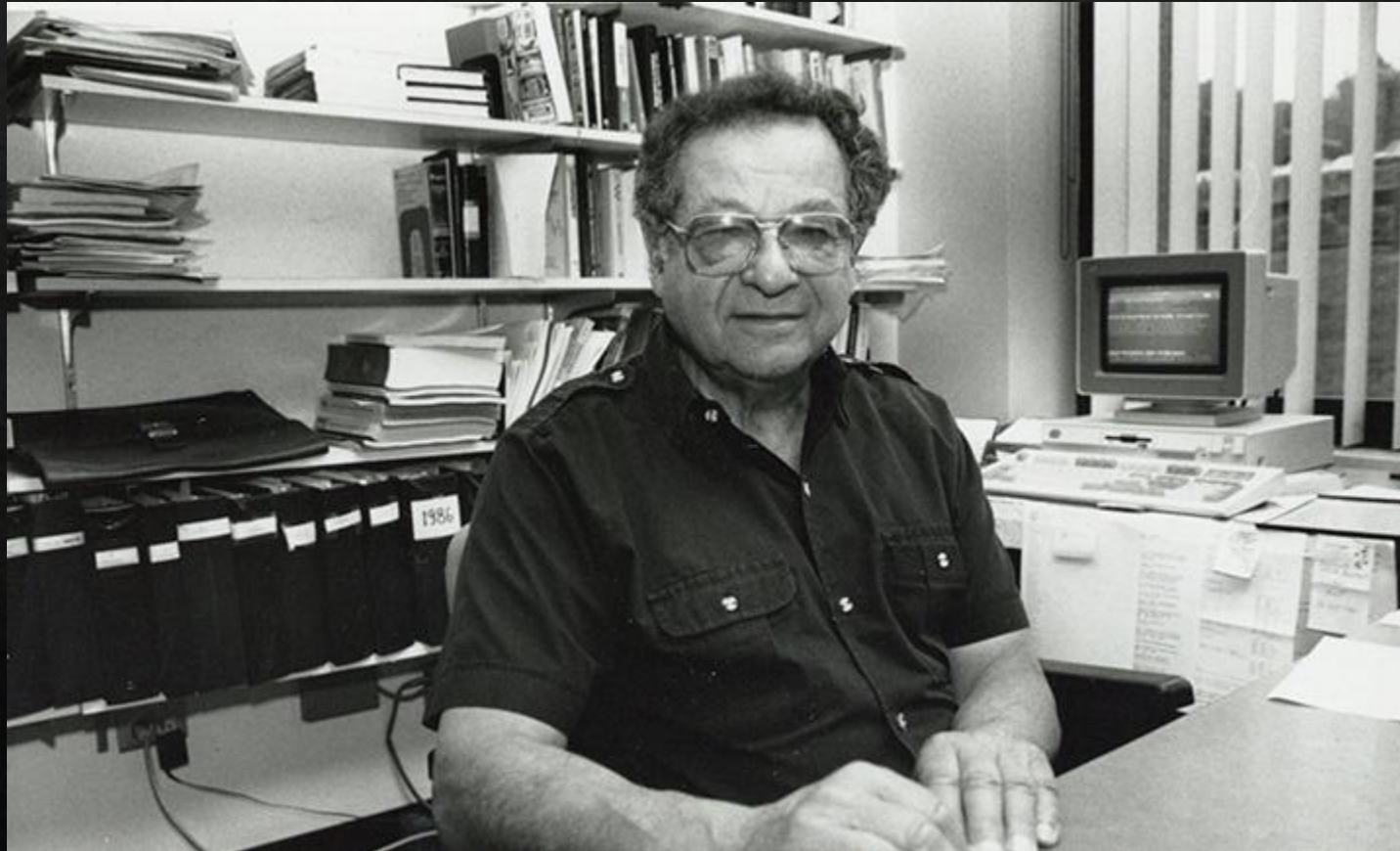
# Innovation and Leadership

*How leadership fosters innovation?*

# Innovation and Leadership

- Encouraging risk-taking and experimentation
- Supporting a culture of continuous learning
- Balancing creativity with structure

# Transformational Leadership



Bernard Bass (2025-2007)

# Transformational Leadership

## Idealized Influence (Charisma)

- Leaders **act as role models**, earning trust and respect.
- They demonstrate **strong values, integrity, and a clear vision**.

## Inspirational Motivation

- Leaders **articulate a compelling vision** that excites and energizes followers.
- They **set high expectations** and foster a shared purpose.

## Intellectual Stimulation

- Leaders **challenge the status quo**, encourage **creativity**, and support **risk-taking**.
- They empower teams to **think independently and innovate**.

## Individualized Consideration

- Leaders act as **mentors and coaches**, addressing personal needs and aspirations.
- They **recognize and nurture** each team member's **potential**.

# Transformational Leadership

## Intellectual Stimulation

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They empower teams to think independently and **innovate**.



# The Role of Teams

## Characteristics of successful teams

Clear vision and goals

Effective communication

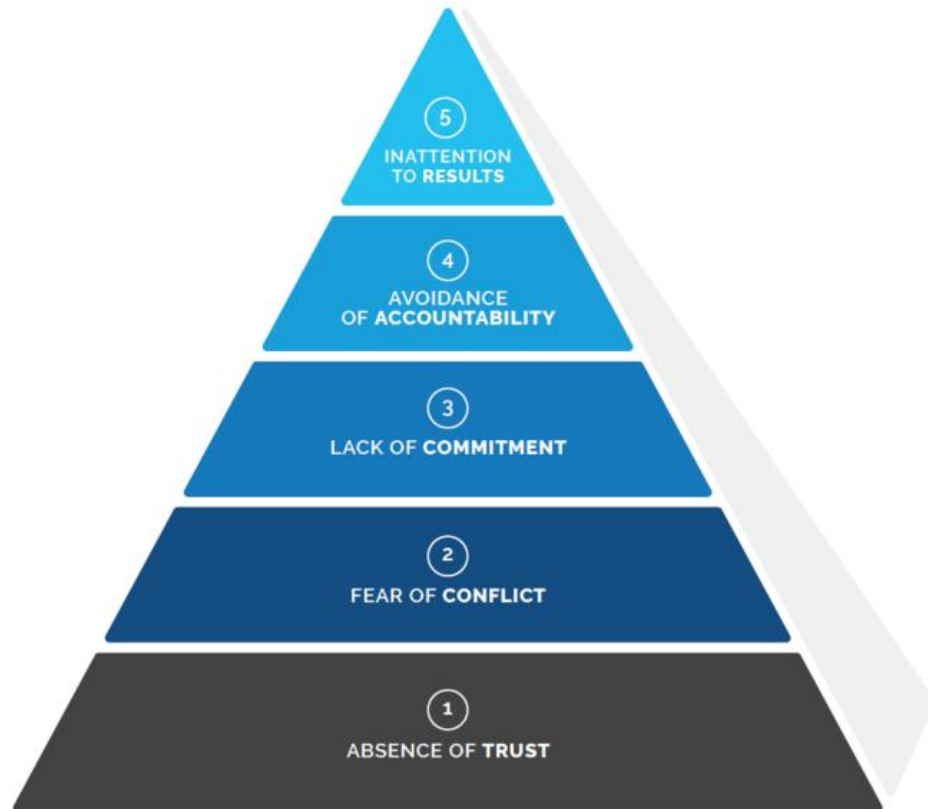
Collaboration and trust

Diversity of ideas and expertise

# Effective Teams

## THE **FIVE DYSFUNCTIONS** OF A TEAM

by Patrick Lencioni



### **Absence of Trust**

Teams that lack trust struggle with vulnerability, honesty, and openness. Team members avoid admitting weaknesses or asking for help.

### **Fear of Conflict**

Without trust, teams avoid healthy debates and constructive disagreements. This leads to artificial harmony, where real issues are not addressed.

### **Lack of Commitment**

When team members don't feel heard, they struggle to commit to decisions. This results in ambiguity and indecisiveness.

### **Avoidance of Accountability**

Without commitment, team members hesitate to hold each other accountable. Poor performance and missed deadlines go unchallenged.

### **Inattention to Results**

Teams focus on personal success rather than team results. This leads to stagnation and lack of progress.

# Why Innovation, Leadership and Teams

Innovation is crucial to sustainable leadership because it enables leaders to **adapt, evolve, and create** long-term impact.

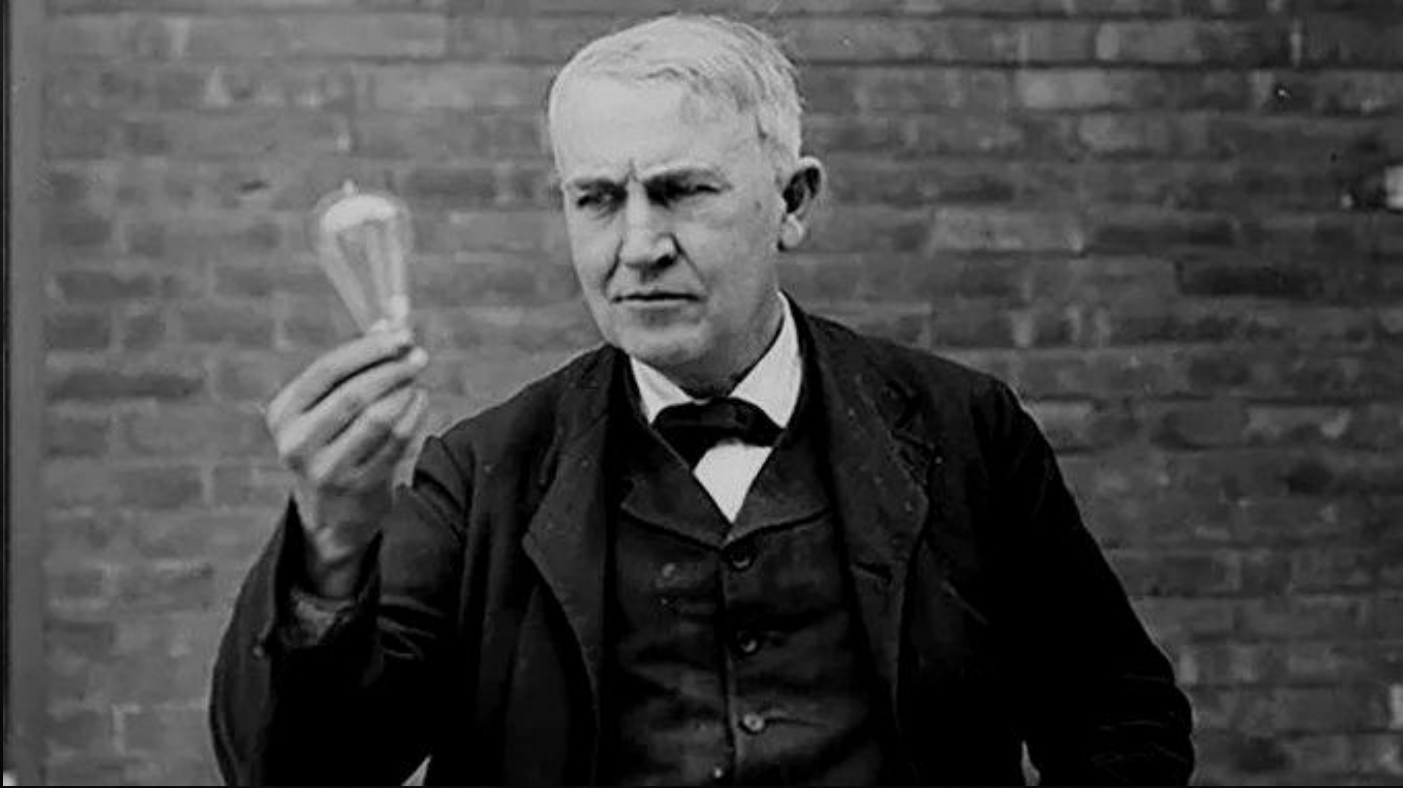
# Why Innovation, Leadership and Teams

- Innovation helps leaders **anticipate change** and stay ahead in competitive environment.
- Sustainable leaders face **complex global challenges** (e.g., climate change, digital transformation).
- Innovative thinking allows for **creative solutions** and continuous improvement.
- Organizations that embrace innovation experience **long-term success** rather than short-term gains.
- A culture of innovation fosters **motivation, collaboration, and job satisfaction**.
- Employees are more engaged when they work in environments that **support creativity** and new ideas.

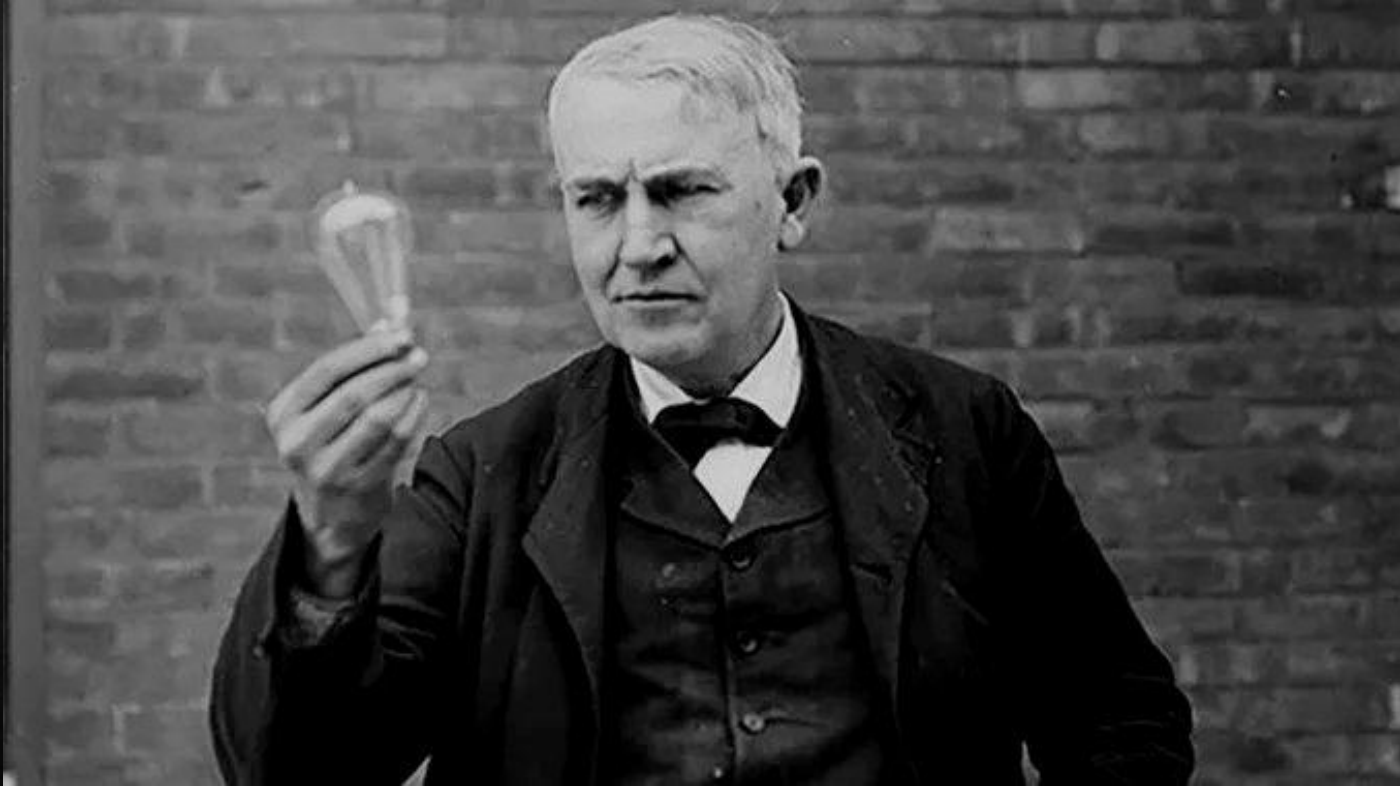
# Challenges

- Resistance to change
- Conflict within teams
- Balancing creativity with deadlines





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## **Thomas Edison**

Developed the electric light bulb, phonograph, and numerous patents.



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## **Marie Curie**

Pioneered radioactivity  
research, leading to major  
scientific advancements.



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**Satya Nadella (Microsoft)**  
Led Microsoft's shift to  
cloud computing and AI-  
driven innovation.



**Steve Jobs (Apple)**  
Transformed personal  
computing, mobile  
phones, and digital media.





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## **Coco Chanel**

- 1. Redefining Women's Fashion**
- 2. The Little Black Dress (LBD)**
- 3. The Chanel Suit**
- 4. Revolutionizing Accessories and Perfume**
- 5. Breaking Gender Norms**



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## Anakin Skywalker STAR WARS

**Brilliant Engineer & Inventor.** As a child, he built C-3PO and modified podracers, showing early innovation skills.

**Master of Adaptation.** He constantly upgrades his combat style, piloting skills, and technology to gain advantage.

**Pushing Boundaries.** He is never satisfied with limits imposed by Jedi traditions, seeking new ways to gain power and knowledge.

**High-Stakes Decision-Making.** He takes bold actions that change the galaxy, from building war strategies to transforming into Vader.

These Leaders...

Remember

# The Figures

- **Harvard Business Review (HBR)** suggests that only **10-15%** of leaders truly exhibit high levels of innovation.
- A **Deloitte** study found that around **12% of executives** lead organizations focused on disruptive innovation.
- **McKinsey & Company** states that **only 6% of executives** believe their leadership effectively fosters innovation at scale.

# How to Enhance Innovation

1. **Foster a Culture of Continuous Learning.** Encourage **curiosity, experimentation, and knowledge-sharing**. Provide employees with **opportunities for skill development and upskilling**.
2. **Embrace Diversity and Inclusion.** Innovation thrives when **different perspectives and experiences** come together. Create an environment where **all voices are heard and valued**.
3. **Encourage Risk-Taking and Resilience.** Sustainable leaders **support calculated risks** and learn from failures. Develop an **agile mindset** to adapt to changing circumstances.
4. **Align Innovation with Purpose and Ethics.** Innovation should **solve real-world problems** while maintaining ethical responsibility. Focus on **long-term impact** rather than short-term profits.
5. **Leverage Technology and Collaboration.** Use emerging technologies (AI, blockchain, green tech) to drive innovation. Promote **cross-functional collaboration** within and outside the organization.



# Research Questions

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# Research Questions

**1. How do different leadership styles (e.g., transformational, transactional, and servant leadership) influence team innovation and creativity?**

**Objective:** To explore how various leadership styles foster or hinder innovation within teams, and to identify which styles are most effective in encouraging creative problem-solving and new idea generation.

**2. What are the key factors that contribute to high-performing teams in innovation-driven environments?**

**Objective:** To examine the characteristics of teams that consistently produce innovative solutions, such as communication, trust, diversity, and adaptability, and understand how these factors impact team success.



Thank you!