


Leadership and Creativity - A Vital Skill for Individual and Organizational Performance



Context

The article  educational creativity, the necessary environment to have innovative leaders, creative work, creative thinking, and the importance of visionary leaders in obtaining performance.





Its **aim** is to reflect on creative leadership and its contribution to stimulating performance.




Methods

3 studies:

Study I  quantitative study focused on the effect of creativity on the work environment.

Study II  examines two behaviours – personality traits and creativity in different work fields.

Study III  looks at the relationship between individual or group creativity and innovation at work.

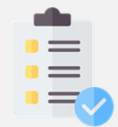


Results


Study I = intrinsic motivators can enhance creativity, extrinsic motivators can negatively affect it when followers feel tools are specifically used for them to be externally controlled at work.

Study II = creative people are usually more outgoing, more prone to learn, conscientious, competitive, and spontaneous than uncreative people.

Study III = internal communication, cohesion and support for innovation are positively associated with individual creativity.



Conclusions

To get performance, the organization  performance employees; thus, to have creative organizations, must have visionary leaders.

Organizations must:

- ★ Provide a great leader that could deliver the proper climate to his followers.
- ★ Develop a culture that acknowledges change.
- ★ Consider offering their employees training programs.
- ★ Establish a fair framework of rewards.