

# Creativity and Innovation in Organizations



EDITED BY MICHAEL D. MUMFORD AND E. MICHELLE TODD

# Creativity And Innovation In Organizations

**Michael D. Mumford, E. Michelle Todd**



## **Creativity And Innovation In Organizations:**

**Creativity and Innovation in Organizations** Michael D. Mumford, E. Michelle Todd, 2019-11-04 This volume presents a distinctly multilevel perspective on creativity and innovation that considers individual level team level and firm level factors In illustrating these factors this volume presents both theoretical and practical implications to guide researchers and practitioners alike in the continued study and advancement of creativity and innovation in organizations Chapter authors not only discuss the abilities personality and motivational attributes that contribute to employee creativity but they also address the impact of leadership and climate on creative performance in teams Subsequently firm level influences such as planning learning strategy and professions that influence the success of creative and innovative efforts are examined With contributions from leading scholars around the globe this book offers a comprehensive review of creativity and innovation to assist researchers and practitioners in their quests to understand and improve organizational creativity and innovation This is an essential resource for scholars researchers or graduate students interested in creativity innovation and organizational behavior

*Creativity and Innovation in Organizations* José Ramos, Neil Anderson, José M. Peiró, Fred Zijlstra, 2018-10-18 This book reflects on the increasing variety of perspectives in organizational innovation research paying attention to the antecedents but also to the outcomes of innovation Some chapters analyze the dark side of innovation including the potential negative consequences of innovative behaviors or of defying the innovation maximization fallacy Others explicitly consider affective responses after innovation efforts and assume that positive or negative effects rely on the context in which innovations occur and on the way in which people manage the process of innovation Several contributions adopt the dialectic approach by considering the multiple pathways and mechanisms that could lead to innovation at organizations Most of the chapters include the interaction of actors characteristics from employees or teams together with situational constraints from the task or the social context and outline the relevance of processes like team learning motivation variables like basic need satisfaction congruence of motives or meaningfulness at work dynamics of communication networks and affective variables This edited collection offers a rich picture of current research and management trends in the field and contributes constructively toward promoting the dialectic perspective on creativity and innovation in the workplace This book was originally published as a special issue of the European Journal of Work and Organizational Psychology

*Creative Action in Organizations* Cameron M. Ford, Dennis A. Gioia, 1995-07-18 A strong point in this book is its opening extensive review of creativity in organizations and professions including helpful tabulations of articles that identify the motives expectations emotions means and opportunities that lead to creative acts it can provide valuable insights and encouragement to scholars and practitioners who are concerned with developing and tapping creativity in organizations Management professors and graduate students will find the book helpful G David Hughes in Journal of Product Innovation Management This book definitely will be appropriate for class use in any setting focused on creativity in organizations Presumably these would be

specialized upper division MBA or Ph D electives If you are interested in the topic of creativity in organizations this is the book you must read It is on the frontiers and it provides a beacon for future scholarly progress on this topic because of its emphasis on how the organizational setting affects the creative process in the world of work Lyman Porter University of California Irvine The book is itself a creative approach to creativity The editors have attracted a talented and well respected group of academic contributors The message that we should abandon the romantic but flawed notion that creativity is principally the product of extraordinary individual acts is delivered forcefully as is the companion notion that organizational contexts are the real seedbeds of creative behavior John R Kimberly Henry Bower Professor The Wharton School University of Pennsylvania This is one of the better collections of information about creativity because it is data based and it provides a useful comparison and contrast of conceptual and practical aspects By clearly describing the benefits and problems associated with the topics Creative Action in Organizations obviously practices what it preaches I would recommend that it be used as a textbook for a graduate level business course particularly for an MBA program In addition I also recommend that it be used as a text reference for industrial training development programs targeted at teaching employees how to develop new businesses improve existing processes or become better leaders viz corporate leadership development programs Tom Wojcik Manager Office of Innovation Hoechst Celanese Corporation Between the trade deficit mergers and the recession the topic of creativity in organizations has become one of increasing importance How does a company retool or refine its product with foreign and often less costly competition How does human resources find creative solutions to budgeting product development marketing and training With pithy and engaging chapters from leading researchers and figures in business government and academia Creative Action in Organizations explores the factors that are critical to the development and promotion of creativity to develop a revised view that is grounded in experience This volume begins with a literature review written as a mystery to be solved followed by essays from researchers Part II and practitioners Part III Using the chapters as data the editors conclude with a content analysis that presents a look at the most significant themes and offers a framework for conceptualizing creativity in organizations This profound and fascinating volume is essential for students professionals and researchers in management and organization studies public administration public policy evaluation and psychology as well as libraries in the above areas

*Creativity and Innovation in Business and Beyond* Leon Mann, Janet Chan, 2011-02 Creativity and Innovation in Business and Beyond illustrates the ways in which creativity spurs innovation not only in the realms of business and management where the innovation is regularly acknowledged and discussed but throughout the social sciences With contributions from experts in fields as far flung as policy history economics law psychology and education in addition to business and management this volume explores the manifold avenues for creativity and innovation within and across a multitude of disciplines

[A Mindful Approach to Team Creativity and Collaboration in Organizations](#) Melinda J. Rothhouse, 2020-08-17 This book examines how contemplative arts practice and a mindful approach

to creativity can be used to offer new possibilities for facilitating team creativity and collaboration in organizational settings. The author employs a qualitative action research paradigm using arts based and ethnographic methods to explore the perceived effects of a contemplative arts workshop process on team creativity and collaboration within an organization. The book demonstrates how a contemplative arts workshop process may be used to facilitate mindfulness, trust, communication, collaboration, and creative insights among teams and working groups. It explores each of these themes in depth and develops a model based on those findings. The model includes five elements: 1 Individual Level Mindfulness, 2 Trust and Authentic Communication, 3 Team Cohesion and Collaboration, 4 Creative Ideation and Insights, and 5 Leadership Creating a Culture of Innovation. Combining theory and practice, the book offers a series of mindfulness and contemplative arts exercises that facilitators can use to address each of the five levels of the model. This book weaves together contemporary psychological research on mindfulness and organizational creativity along with practical applications and contemplative arts exercises for practitioners and scholars of workplace creativity management and organisational and industrial psychology.

**Organizational Creativity** Gerard J. Puccio, John F. Cabra, Nathan Schwagler, 2017-03-31 Reignite your creative thinking skills to produce innovative solutions. *Organizational Creativity: A Practical Guide for Innovators and Entrepreneurs* by Gerard J. Puccio, John F. Cabra, and Nathan Schwagler is a compelling new text designed to transform the reader into a creative thinker and leader. Arguing that creativity is an essential skill that must be developed, the authors take a highly practical approach, providing strategies, tools, and cases to help readers hone their creative abilities. Whether students are preparing to become entrepreneurs or to work in an established firm, this text will help them survive and thrive in an era of innovation and change.

**Technology for Creativity and Innovation: Tools, Techniques and Applications** Mesquita, Anabela, 2011-03-31 This book provides empirical research findings and best practices on creativity and innovation in business, organizational, and social environments. Provided by publisher. *Group Creativity* Paul B. Paulus, Bernard A. Nijstad, 2003-09-04 Creativity often leads to the development of original ideas that are useful or influential, and maintaining creativity is crucial for the continued development of organizations in particular and society in general. Most research and writing has focused on individual creativity. Yet in recent years, there has been an increasing acknowledgment of the importance of the social and contextual factors in creativity. Even with the information explosion and the growing necessity for specialization, the development of innovations still requires group interaction at various stages in the creative process. Most organizations increasingly rely on the work of creative teams where each individual is an expert in a particular area. This volume summarizes the exciting new research developments on the processes involved in group creativity and innovation and explores the relationship between group processes, group context, and creativity. It draws from a broad range of research perspectives, including those investigating cognition, groups, creativity, information systems, and organizational psychology. These different perspectives have been brought together in one volume in order to focus attention on this

developing literature and its implications for theory and application The chapters in this volume are organized into two sections The first focuses on how group decision making is affected by factors such as cognitive fixation and flexibility group diversity minority dissent group decision making brainstorming and group support systems Special attention is devoted to the various processes and conditions that can inhibit or facilitate group creativity The second section explores how various contextual and environmental factors affect the creative processes of groups The chapters explore issues of group autonomy group socialization mentoring team innovation knowledge transfer and creativity at the level of cultures and societies The research presented in this section makes it clear that a full understanding of group creativity cannot be accomplished without adequate attention to the group environment It will be a useful source of information for scholars practitioners and students wishing to understand and facilitate group creativity

**Role Of Creativity In The Management Of Innovation, The: State Of The Art And Future Research Outlook** Alexander Brem,Rogelio Puente-diaz,Marine Agogue,2017-03-27

The effective management of innovation is integral to the development of any business This book provides a collection of articles dealing with creativity in the context of innovation management from an interdisciplinary perspective of business psychology and engineering It takes papers from a Special Issue in the International Journal of Innovation and Management published by World Scientific in 2016 and combines them with original articles written by some of the top academic minds in business and management It covers topics such as creativity in innovation from a leadership perspective creativity reduction in avoidance and approach oriented persons creativity techniques and innovation and the interplay between cognitive and organisational processes The Role of Creativity in the Management of Innovation gives MBA graduate and undergraduate students professors and business managers a comprehensive overview of current thinking in the field of business

*Creativity at Work* Jeff DeGraff,Katherine A. Lawrence,2002-10-10 Although many leaders acknowledge and invest in creativity we seldom see it hold a credible place in the business development process Creativity at Work takes a practical approach to creativity showing how to select practices to produce results and add value The authors explain how to Understand the creative preferences of organizations departments work groups and individuals Identify and compare the different creativity profiles that describe specific purposes practices and people Produce the desired results by developing the right practices Blend creativity practices to meet the complex needs that characterize most work situations o Develop required creative abilities in a team and in oneself

**The Psychology of Innovation in Organizations** David H. Cropley,Arthur J. Cropley,2015-07-22 In today s highly competitive market organizations increasingly need to innovate in order to survive Drawing on a wealth of psychological research in the field of creativity David H Cropley and Arthur J Cropley illustrate practical methods for conceptualizing and managing organizational innovation They present a dynamic model of the interactions between four key components of creativity product person process and press which function as building blocks of innovation This volume sheds new light on the nature of innovative products and the processes that generate them the

psychological characteristics of innovative people and the environments that facilitate innovation. It also fills a significant gap in the current literature by addressing the paradoxical quality of organizational innovation which may be both helped and hindered by the same factors. The authors demonstrate that with proper measurement and management organizations can effectively encourage individuals to produce and take advantage of novel ideas.

*Managing Creativity in Organizations* A. Styhre, M. Sundgren, 2005-09-20. *Managing Creativity in Organizations* addresses the notion of organizational creativity and innovation in general and explores in some detail how it is achieved. The first part of the book critically reviews the literature on creativity. The second half explores the management of organizational creativity in the pharmaceutical industry. Here issues such as technology, cognition and leadership are introduced as central resources and practices in the management of organizational creativity and innovation. The research is based on management practices in four companies all of whom have demonstrated a significant ability to exploit their organizational creativity.

**Creativity and Leadership in Science, Technology, and Innovation** Sven Hemlin, Carl Martin Allwood, Ben Martin, Michael D. Mumford, 2014-03-14. Leadership is vital to creativity and successful innovation in groups and organizations; leadership is however seldom studied in the academic literature as a creativity driver. One reason for the lack of attention paid to leadership's effect on creativity may be the common belief that creativity cannot and should not be managed. Creative individuals and groups are regarded as and indeed often are autonomous and self-driving. From this belief the erroneous conclusion is drawn that there is no need for leadership in creative environments and situations. The better conclusion proposed by this book is that leadership not only stimulates creativity but that such a leadership in the science, technology and innovation fields should specifically possess at least two features: a) expertise in the field and b) an ability to create support and encourage individuals, groups and creative knowledge environments. A number of specialist authors in this volume offer original theoretical, empirical and applied chapters that elucidate how to better organize and lead creative efforts in science, technology and innovation. A number of important research questions are raised and answered including: What kinds of leaderships are needed at different levels of S/T organizations for a creative output? What social and cognitive abilities and skills are needed for leadership in creative environments? How does leadership vary with different phases of the creative process? This book offers concrete analysis of how leaders and managers can facilitate, promote and organize for creative performance in science, technology and in innovating organizations, making it required reading for academic and industrial research leaders, scientists and engineers.

**Managing Creativity and Innovation** Harvard Business Essentials, 2003. Innovation is an undisputed catalyst for company growth yet many managers across industries fail to create a climate that encourages and rewards innovation. *Managing Creativity and Innovation* explores the manager's role in sparking organizational creativity and offers insight into what managers and leaders must do to increase successful innovation. Contents include: Generating new ideas and recognizing opportunities; Moving innovation to market; Removing mental blocks to creativity; Establishing a strategic

direction for profitable product development Brainstorming and fostering creative conflict within groups Creating an innovation friendly culture Plus readers can access free interactive tools on the Harvard Business Essentials companion web site Series Adviser Ralph Katz Dr Katz is professor of management at Northeastern University's College of Business and in the Management of Technology Group of MIT's Sloan School of Management He has carried out extensive management research on technology based innovation with emphasis in the management of technical professionals and project teams Harvard Business Essentials The Reliable Source for Busy Managers The Harvard Business Essentials series is designed to provide comprehensive advice personal coaching background information and guidance on the most relevant topics in business Drawing on rich content from Harvard Business School Publishing and other sources these concise guides are carefully crafted to provide a highly practical resource for readers with all levels of experience To assure quality and accuracy each volume is closely reviewed by a specialized content adviser from a world class business school Whether you are a new manager interested in expanding your skills or an experienced executive looking for a personal resource these solution oriented books offer reliable answers at your fingertips

**The Oxford Handbook of Creativity, Innovation, and Entrepreneurship** Christina Ellen Shalley, Michael A. Hitt, Jing Zhou, 2015 A great deal of research has been conducted on creativity innovation and entrepreneurship Although highly interrelated these three areas have developed largely independently of one another The Oxford Handbook of Creativity Innovation and Entrepreneurship brings together leading scholars in these areas to review major research findings examine their intersections and provide promising directions for future research

*Multi Level Issues in Creativity and Innovation* Michael D. Mumford, Samuel T. Hunter, Katrina E. Bedell-Avers, 2008-02-29 Contains five essays with commentaries and rebuttals that cover a range of topics but in the realms of creativity and innovation This title offers literature reviews model developments methodological advancements and some data for the study of creativity and social influence innovation and planning and creativity and cognitive processes

**Innovation Management in Mature Business Organisations** Malte Sunderkötter, 2004-10-02 Studienarbeit aus dem Jahr 2004 im Fachbereich BWL Unternehmensführung Management Organisation Note A University of Massachusetts Amherst Isenberg School of Management Sprache Deutsch Abstract Innovation and Entrepreneurship is not only an important issue for new start up companies but also within well established big companies and firms Without invention and innovation every company will die sooner or later when younger corporations take over markets with better cheaper or substitutive products and services Thus innovation management understood as being the set of activities that firms undertake in order to yield new solutions within products production and administration is an essential task for matured companies in order to keep their competitiveness This leads to the question What determinants of organizational culture have an influence on stimulating and promoting innovation in organizations The main contribution of the proposed paper is a discussion based on topical literature on how a general framework for effective innovation management customizable to individual situations and



different firms can look like Besides the cultural and organizational aspects of innovation management in established firms the proposed paper will particularly focus on the analysis and evaluation of the concept of innovation networks

**Communities Of Innovation: How Organizations Harness Collective Creativity And Build Resilience** Patrick Cohendet, Madanmohan Rao, Ruiz Emilie, Benoit Sarazin, Laurent Simon, 2021-04-12 This is a landmark study that tackles an important black box in innovation studies i.e. communities of innovation While conventional work focuses on formal organizations a select group of academic leaders highlights the various communities that cut across firms and form the vital underground for processes of creativity and ideation While targeted toward business and management this volume is a must read for all social scientists interested in the dynamics underlying the current knowledge economy Journal of Economic Geography This book describes the important role played by communities in innovation processes and how organizations can benefit from it A community brings together individuals who share a common passion for a given area of knowledge and can contribute to innovation at different levels capitalization of good practices problem solving sharing of expertise or development of new and creative ideas The literature has progressively identified many variants of communities such as communities of practice epistemic communities communities of interest virtual communities etc These forms of communities differ regarding the type of the specialized activities of knowledge on which they focus As practitioners and academics increasingly emphasized the needs of collaborative approaches in innovation they progressively challenged the traditional idea that innovation is mainly generated by hierarchical corporate departments and highlighted the active role that communities play in innovation processes The aim of this book is to shed light using multiple examples on the proactive and fundamental role of communities in the new innovation practices of organizations *Group Creativity* Paul B.

Paulus, Bernard A. Nijstad, 2003-09-04 Creativity often leads to the development of original ideas that are useful or influential and maintaining creativity is crucial for the continued development of organizations in particular and society in general Most research and writing has focused on individual creativity Yet in recent years there has been an increasing acknowledgment of the importance of the social and contextual factors in creativity Even with the information explosion and the growing necessity for specialization the development of innovations still requires group interaction at various stages in the creative process Most organizations increasingly rely on the work of creative teams where each individual is an expert in a particular area This volume summarizes the exciting new research developments on the processes involved in group creativity and innovation and explores the relationship between group processes group context and creativity It draws from a broad range of research perspectives including those investigating cognition groups creativity information systems and organizational psychology These different perspectives have been brought together in one volume in order to focus attention on this developing literature and its implications for theory and application The chapters in this volume are organized into two sections The first focuses on how group decision making is affected by factors such as cognitive fixation and flexibility group

diversity minority dissent group decision making brainstorming and group support systems Special attention is devoted to the various processes and conditions that can inhibit or facilitate group creativity The second section explores how various contextual and environmental factors affect the creative processes of groups The chapters explore issues of group autonomy group socialization mentoring team innovation knowledge transfer and creativity at the level of cultures and societies The research presented in this section makes it clear that a full understanding of group creativity cannot be accomplished without adequate attention to the group environment It will be a useful source of information for scholars practitioners and students wishing to understand and facilitate group creativity

*Creativity, Innovation, and Entrepreneurship* H. James Harrington, 2018-11-13 People with ideas are dreamers People who get things done are doers One doer is worth eight dreamers There are three kinds of people who make up an innovator There are inventors people who have new and unique ideas problem solvers people who have ideas about how to correct a previous error and entrepreneurs people who transform ideas into realities Put them altogether they spell innovator Most innovative books today focus on ways to create new and unique ideas some of them also address problem solving but this is less than 10% of the methodologies that the innovator needs to master The approaches used in this book transform an idea into reality or to put it another way deliver innovative products to make a profit for the organization and instill pride in its employees This means that every step in the process needs to have innovation applied to it in order to meet the expectations and demands of today's sophisticated customer This book is designed to help the reader and their organization complete the complex process of bringing a new product to market by presenting what is expected at each step in the cycle and providing step by step instructions on what to do at each specific step In large to mid sized organizations this book is designed to help each individual understand how they fit into the innovative cycle and explains why they should be more creative related to the work they do and more conscious of the contributions they can make It emphasizes the importance of every individual contributing to the organization's innovative process The book is designed to help the organization understand its Innovation Systems Cycle In the early part of the cycle it focuses on weeding out projects that do not have the potential to produce value added results to the stakeholders By using the guidelines outlined in this book an organization can reduce its new project failure rate by as much as 50% which should result in almost doubling the organization's new product output thereby increasing profits by as much as 15%

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