

Top Management Innovation: A Framework for Leaders Attitudes for Advancing an Organizational Innovation Culture

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Abstract:

This paper views innovation as a collaborative activity that entails contributions from various organizational elements, both internal and external. Organizational culture and leadership have been reported to affect the success or failure of innovations. Culture and leadership are perceived by managers to be the most important barriers to the success of creating sustainable innovation culture. Although there are several factors that impact the creation of organizational innovation culture, this paper will examine top management attitudes and behavior that are key catalysts for organizational innovation. Specifically this paper aims to develop a framework (or instrument) to determine: a) whether a sustainable innovation infrastructure exists within the organizations; b) what strategies are significant in selecting and advancing innovations; and, c) what leadership attitudes, traits, competencies, and practices are key in fostering an innovative culture. The framework will have immediate benefits for policy makers and managers by highlighting some critical practical links between organizational innovation, leadership, and cultural values within organizations.

Key words: Leadership, Top management, Innovation Culture, Attitudes

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