

Leadership styles and Innovation Culture

Indians are known for 'Jugaad' – the street smart way of innovating. How are we at creating Innovation as a culture in our organizations?

Consider the table below of various leadership styles and the possible impact on creating an innovation culture

Leadership Style	Impact on Creating an Innovation Culture
<p>1. Autocratic Leadership Style: Leader makes decision and passes them to the subordinates. Employees are expected to follow the orders. Employees have little opportunity to give suggestions even if is for the welfare of the organization.</p>	Not Favourable
<p>2. Bureaucratic Leadership Style: In Bureaucratic Leadership, managers are governed by the “rule book”. They strictly abide by the rules, policies and procedures and they expect the same from their team members.</p>	Not Favourable
<p>3. Democratic Leadership Style: Democratic leadership style or participative style is the most popular leadership style from the perspective of an employee. Employees enjoy the confidence of their leaders and are invited to contribute to the decision making process.</p>	Very Favourable
<p>4. Laissez-Faire Leadership Style: In this style of leadership, the managers provide little or no direction to the employees. The authority to determine the goals, making decisions and resolving problems are vested with the employees.</p>	Favourable only with a team of competent, self motivated, aligned people
<p>5. Charismatic Leadership Style: Charismatic leaders lead by virtue of their personality and charm. They do not use authority to force team members to obey their orders. They make best use of their body language and persuasive skills to generate a sense of enthusiasm in the minds of their followers.</p>	Favourable, only if leader promotes Innovation and team is competent.
<p>6. Transformational Leadership Style: The transformational leader focuses on transforming an organization. In this leadership style, the managers instill lot of enthusiasm in their teams by adding value with positive contribution.</p>	Very Favourable

<p>7. Transactional Leadership Style: This style largely involves implementing managerial activities. It starts with the idea that team members will abide by the leader's instructions. Leaders follow "reward for better work" policy.</p>	<p>Not very favourable</p>
<p>8. Servant Leadership Style: Leaders achieve results by focusing on the needs of peers and team members. They would look at the needs of the people and work towards solving their problems and foster personal development.</p>	<p>Favourable</p>

Questions to Ponder:

- What is the leadership style at majority of the companies in India?
- What is the leadership style at your company?
- What is your manager's leadership style?
- What is your leadership style?
- What will it take for us to move to a democratic and transformative leadership style?

Some tips for Leaders to develop an Innovation Culture:

1. Promote thinking differently
2. Encourage new ideas
3. Encourage juniors to speak up too
4. Train people on thinking skills
5. Create space for failures and learning from mistakes
6. Expose people to new developments from across industries
7. Democratize the decision making process

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