

Innovative approaches to managerial development

[Business](#), [Management](#)



Innovative Approaches to Managerial Development Introduction: With the increasing global competition across business organizations, organizational and managerial development has become an essential part of every organization. This has also led to the need for innovative measures for managerial development. The present study focuses on innovative approaches that may be available and applicable for managerial developments in organizations. Approaches like innovations in leadership, systematic innovation involving union of self-motivated forces, and creation of an innovation portfolio can enable an organization to successfully handle altering situations in the industry. The need for innovative approaches is significant in managerial development within business organizations where organizations can leadership innovation, systematic innovation and innovation portfolio for implementing innovative measures for development.

Innovative Approaches to Managerial Development: As Lawson and Samson mentioned in their studies, in today's organization, the top management realizes the need for new ideas and innovations which they consider as top priorities for their developmental process (Lawson & Samson, 2001).

1st Innovative Approach for Managerial Development: As Horth reflected in his studies, innovation in leadership involves consideration of new ideas and concepts being thought of and discussed, leading to new actions being undertaken by the leaders of an organization. The need is to think about the challenges of an organization in a new manner, and address different problems and issues with the help of new solutions. In this regard, the leaders need to play the most significant role. An organizational climate needs to be created by the leaders where all members would be allowed to

explore their innovative ideas in solving problems and developing new products and services. These ideas are expected not to be dependent on past experiences or facts that are already known. The objective is to find out better means to investigate different possibilities available for the organization. Intuitions are welcome in the process and performances are executed with uncertainty. Paying attention, personalizing, imagings, serious play, collaborative inquiry, and crafting holds the major steps of leadership innovation. (Horth, 2009). Thus innovative leadership proves to be a significant organizational measure for managerial development within business organizations.

2nd Innovative Approach for Managerial Development:

According to Kasper, the use of systematic innovative in business organization involves uniting the different self motivated forces associated with the development of organizational management. These factors include rising and promising new technologies that are used within organizations, the new ways through which people across the world may be connected and organizing work amongst themselves, and receiving and delivering ideas of work across different places and sectors in the business world. The convergence of these factors enables organizations to solve public problems in a better manner. Thus measures of the past may be applied now in completely new ways. In order to implement such innovation, only a rational process of management is necessary involving the required practices, processes, and tools. The processes need to be managed well and repeated when the time of need arises. Collaborative practices of design, as well as restructuring of systems within organizations have been found to bring effective results for the organizations and lead to managerial

development. Thus the need for collaboration, creation of an active system of support, use of change agents, and use of new technology are the primary measures under such innovative practices (Kasper, 2008). Systematic innovation hence proves to be another efficient innovative measure for managerial development.

3rd Innovative Approach for Managerial Development:

Schwarz believes that creation of an innovation portfolio involves consideration of a few measures of innovative practices that can effectively lead managerial development of business organizations. Activities like focused events or campaigns, use of innovation teams, environments focusing on collaborative ideas, extemporized innovation, and ad-hoc improvement activities can be made applicable within a business organization for managerial development. However using only one or two of these measures might not prove to be so much effective as using a combined practice of all these measures would do. Thus there is a need for coordinating the different available innovative practices and managing them together in order to achieve better results, hence focusing on a portfolio (Schwarz, 2010). Hence instead of a single measure, maintaining a portfolio of innovative approaches might be more effective on managerial development within business organizations.

Conclusion: From the above study, it can be concluded that organizations in the present times are in need for innovative approaches, as discussed in the study, in order to develop their managerial skills. These enable the organizations to encounter the global business competition and the challenges effectively with the management of an organization being sufficient enough to take the right measures at the right times involving new and innovative approaches.

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