

Organizational support for creativity part ii

Business



ORGANIZATIONAL SUPPORT FOR CREATIVITY PART II ORGANIZATIONAL

SUPPORT FOR CREATIVITY PART II Response from KATHRYN SEBASTIAN

Reading about your organization actually brings out that uniqueness of the idea that all organizations are unique in different ways (Hoever, van Knippenberg, van Ginkel and Barkema (2012). This is because when I compare the support for creativity in my organization to yours, I find that some of the very things that come in play as the weaknesses in my organization are the strengths in yours and vice versa. A typical example of this has to do with time idea, which did not do so well in my case but scored highly in yours. Taking inspiration from what Laureate Education (2012) noted about the impact of the size of organizations on the support for creativity, I am convinced that your organization can do even better in supporting creativity if there was a way of categorizing the potentials of different people within the organization. This way, the organization would have a relatively smaller quantum of creativity to support than supporting individual creativity in the manner that currently exists for your large organization with 6000 employees.

References

Hoever, I., van Knippenberg, D., van Ginkel, W., & Barkema, H. (2012). Fostering team creativity: Perspective taking as key to unlocking diversity potential. *The Journal of Applied Psychology*, 97(5), 982-996.

Laureate Education (Producer). (2012). Dimensions of a creative working climate. [Interactive media]. Retrieved from <https://class.waldenu.edu>

Response to TAHANI JAWAD

In terms of the room given to employees to be creative, I find that your organization is very different from mine because in my case there is so much
<https://assignbuster.com/organizational-support-for-creativity-part-ii/>

room for people to explore their individual creative skills. But analyzing your organization critically, I find that one crucial factor that influenced creativity was the nature of organizational structure you have where the top seem to be so much apart from the down. This is because Ekvall (1996) notes that in such situations, there is much likely to be absence of support for creativity because the top hardly knows what is taking place downward (Kim, Kim and Wilde, 2008). I am therefore of the opinion that if there was a frontline management system, a lot more would have been seen of employees in terms of what they have to offer to the organization and so they would have been given the freedom to create (Ekvall, 1996). I would therefore conclude by saying that the importance of leading from all levels of the organization is to ensure that leaders are close enough with subordinates so that they can promote them to be creative.

References

- Ekvall, G. (1996). Organizational climate for creativity and innovation. *European Journal of Work and Organizational Psychology*, 5(1) 105-123.
- Kim, Y. S., Kim, M. S., & Wilde, D. (2008). Toward the management of design creativity: Personal creativity modes, design activity, and team interaction. *Design Management Journal*, 3(2), 45-52.