

Abstract

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Are Creativity Indicators Related to Leadership in R&D?

A Study Based on Bibliometric Data, Subjective Creativity Ratings and Leader-Membership Exchange (LMX) in Biomedical R&D Groups

If it would be possible to organize for increased creativity and innovations in R&D everyone would be happy. This issue has been given interest in creativity and innovation research for some time and interesting findings have been presented. A recurrent result is that group climates are related to creativity and innovative behaviors. Recently, the issue is raised in what way leaders could stimulate creativity in groups. We have designed a study to investigate how the creativity of R&D groups is dependent on group leaders in the biotech field. A number of indicators on creativity were used: publications, patents, h-index, and subjective creativity ratings. They were related to the leader-membership exchange scale (12 item version). Our two main hypotheses were supported: a) creativity is positively related to LMX, b) high LMX ratings by leaders and members are related to creativity. We are currently analyzing group leadership and creative phases, leadership style and knowledge management. In the presentation we will report findings and implications of this study.