# Article information:

Innovation leadership: Best-practice recommendations for promoting employee creativity, voice, and knowledge sharing - ScienceDirect  
<https://www.sciencedirect.com/science/article/abs/pii/S0007681318301459>

# Article summary:

1. Innovation is crucial for organizational success in the 21st century.

2. Innovation leaders should encourage employee behaviors such as creativity, voice, and knowledge sharing.

3. Best-practice recommendations for innovation leaders include developing group norms, strategic team design, managing interactions with those outside the team, showing support as a leader, displaying organizational support, and using performance management effectively.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

The article "Innovation leadership: Best-practice recommendations for promoting employee creativity, voice, and knowledge sharing" provides evidence-based recommendations for managers to become innovation leaders by developing the right group norms, designing teams strategically, managing interactions with those outside the team, showing support as a leader, displaying organizational support, and using performance management effectively. The authors argue that innovation is critical for competitive advantage in 21st century organizations and that leaders must encourage employee behaviors that are critical for innovation.

One potential bias in this article is that it assumes that innovation is always beneficial for organizations. While innovation can lead to competitive advantage, it can also be risky and costly. The article does not explore the potential risks of innovation or provide evidence to support its claims about the benefits of innovation.

Another potential bias is that the article focuses on best practices for managers to promote employee creativity, voice, and knowledge sharing without considering the role of employees themselves in driving innovation. The article assumes that employees are passive recipients of leadership practices rather than active agents who can drive innovation from within.

The article also presents a one-sided view of leadership development by focusing solely on how managers can become better leaders rather than exploring how organizations can create a culture of innovation that supports all employees in contributing to innovation.

Additionally, the article does not present counterarguments or explore alternative perspectives on how to promote innovation. For example, some scholars argue that too much emphasis on individual creativity can actually hinder collaboration and teamwork necessary for successful innovation.

Overall, while the article provides useful recommendations for managers looking to promote innovation within their organizations, it could benefit from a more balanced perspective on the potential risks and limitations of innovation as well as a more nuanced understanding of the role of employees in driving innovation.

# Topics for further research:

* Risks and limitations of innovation in organizations
* Employee-driven innovation in the workplace
* Creating a culture of innovation in organizations
* Balancing individual creativity and teamwork in innovation
* Criticisms of best practices for promoting innovation in leadership
* Innovation management strategies for mitigating potential risks and failures

# Report location:

<https://www.fullpicture.app/item/8d23afc99a469e55924e74ca5bc8a5ff>