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### Entrepreneurial Leadership and Teamwork: The Key to Innovation in the 21st Century

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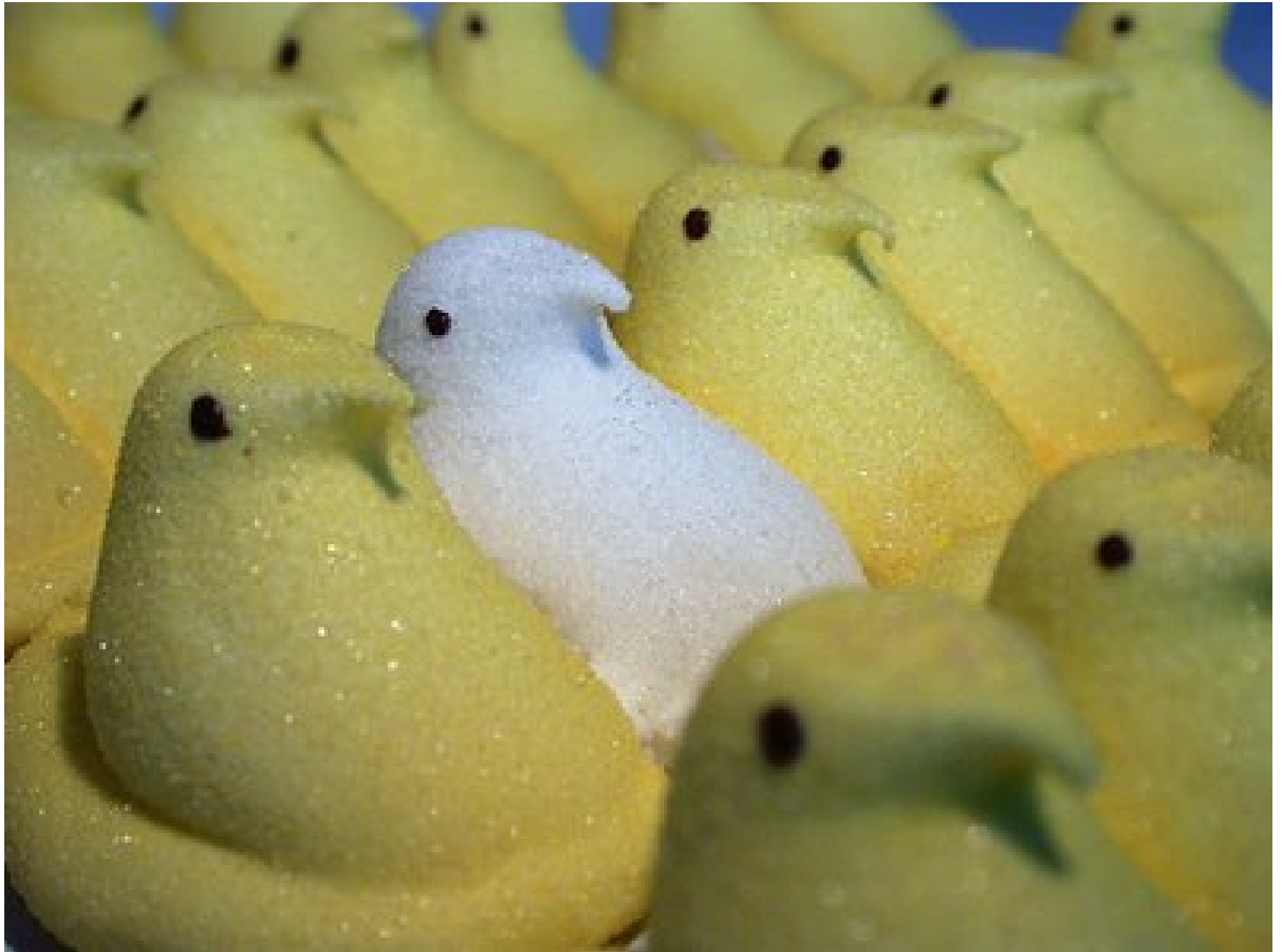
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# Entrepreneurial Leadership and Teamwork: The Key to Innovation in the 21st Century

**By: Connie Reimers-Hild, Ph.D. and  
Susan N. Williams, Ph.D.**

**WorldFuture Conference  
July 18, 2009**





*Objectives*

- Understand interrelatedness between Entrepreneurial Leadership, Teamwork and Innovation
- Practice Entrepreneurial Leadership and Teamwork Skills with a Focus on Innovation

# How do you Lead an Innovative, Entrepreneurial Team?





**Entrepreneurial  
Leadership**



**Innovation**




**Entrepreneurial  
Individuals**



**Teams**

are innovative people who recognize and pursue opportunities irrespective of existing resources, such as time, money, personal support and/or technology



*Entrepreneurial  
Individuals...*

Where do we find Entrepreneurial  
Individuals?



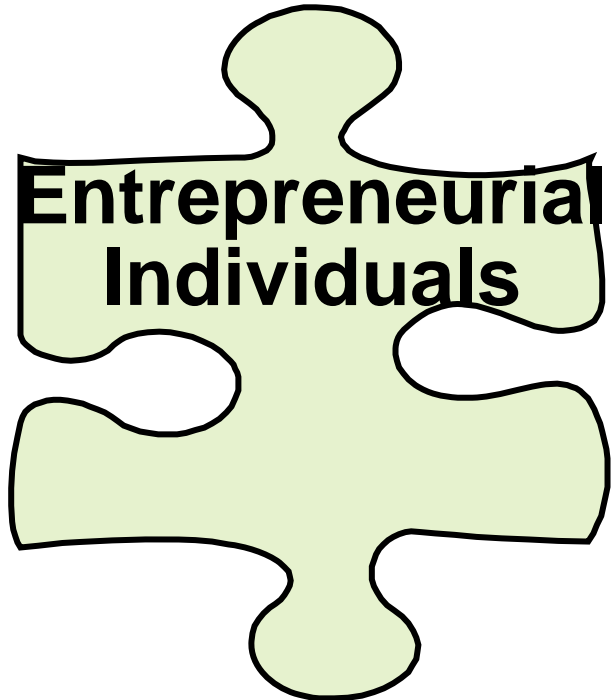




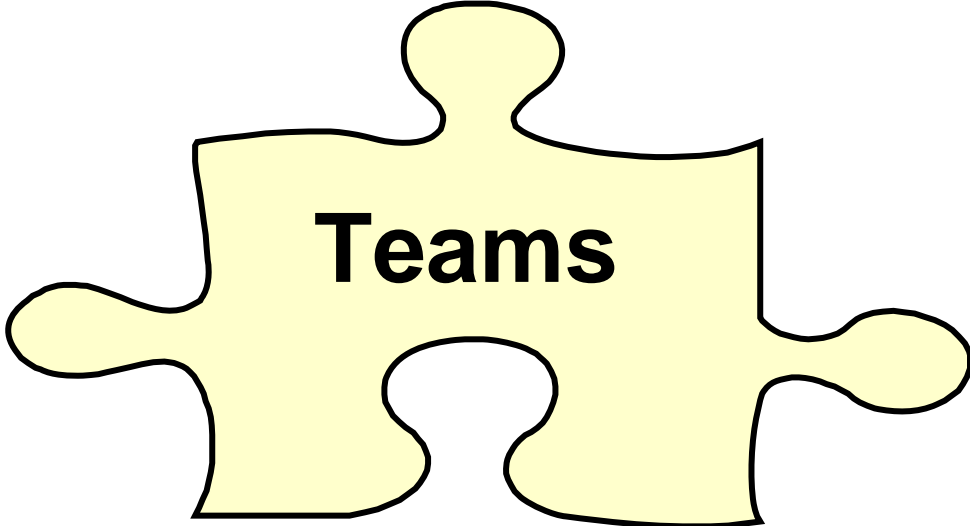
**Entrepreneurial  
Leadership**



**Innovation**



**Entrepreneurial  
Individuals**



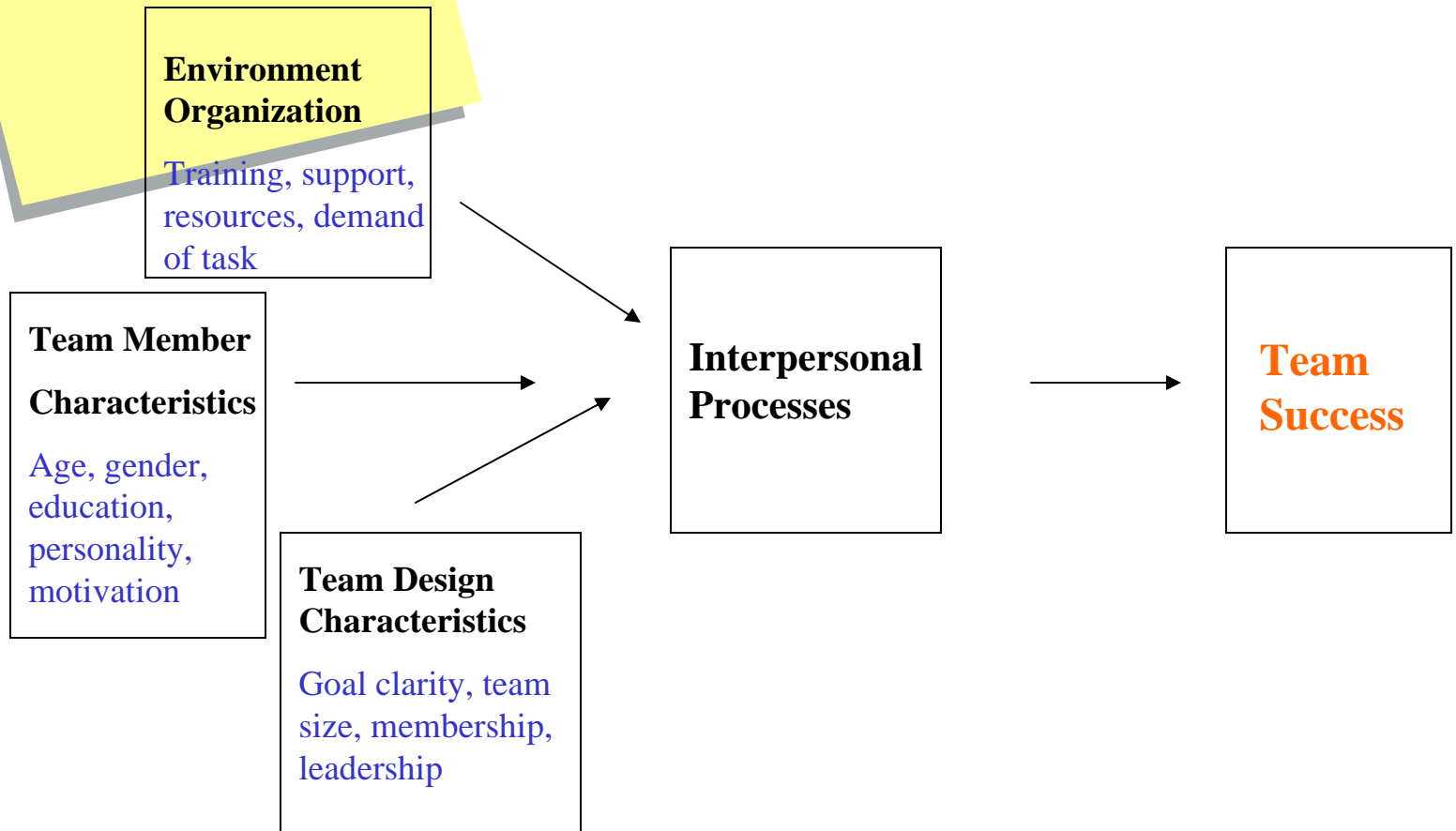
**Teams**



# Increased use of Work Teams In Professions

- Address complex problems by utilizing strengths of different members.
- Create a synergy that increases innovation and successful outcomes.

# Work Group Models



**Inputs**

**Process**

**Outputs**



# Research on Team Success

## Variables **without** Significant Impact

- Organizational Environment
  - Support – funding, equipment rewards, evaluation
- Team Member Characteristics
  - Motivation, age, gender, educational level, appointment, location
- Team Design Characteristics
  - Team size, length of membership



# Research on Team Success

## Variables **with** Significant Impact

- Demand of Task
  - how critical the successful outcome was to the organization
- Goal Clarity
  - challenging measurable goals, goals clearly defined and recognized by all



# Research on Team Success

## Variables **with** significant impact

- **Group Process**

- Persons felt accepted, part of the discussion and work process.
- Group members listened to and used their ideas
- They could give and receive feedback

- **Team members understood different ways people work**

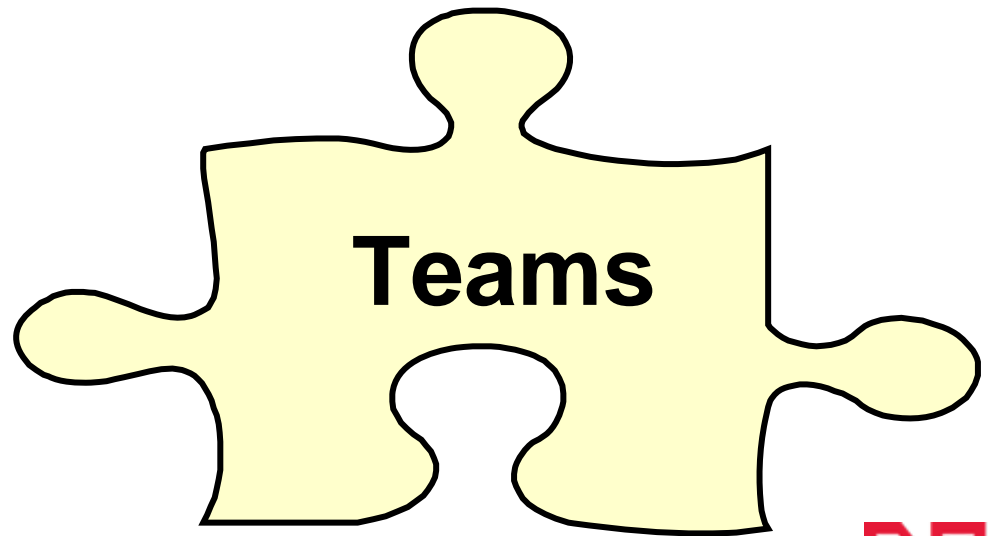
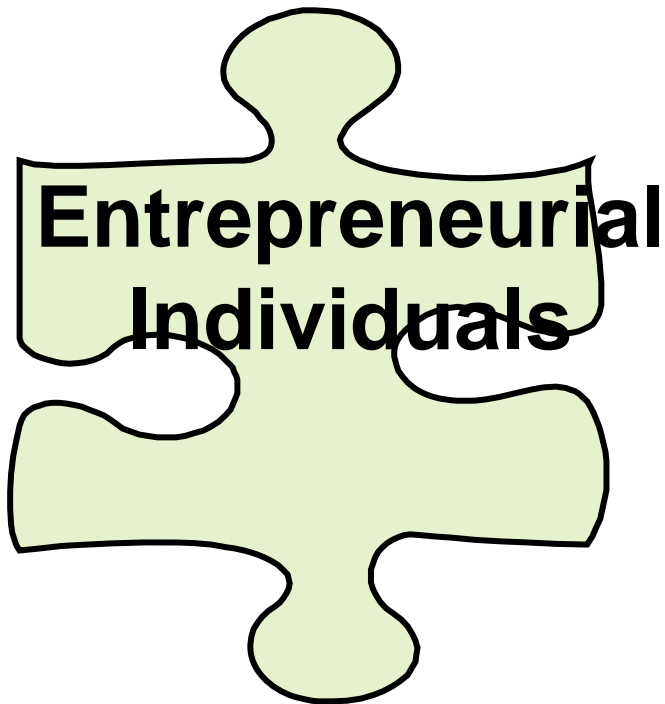
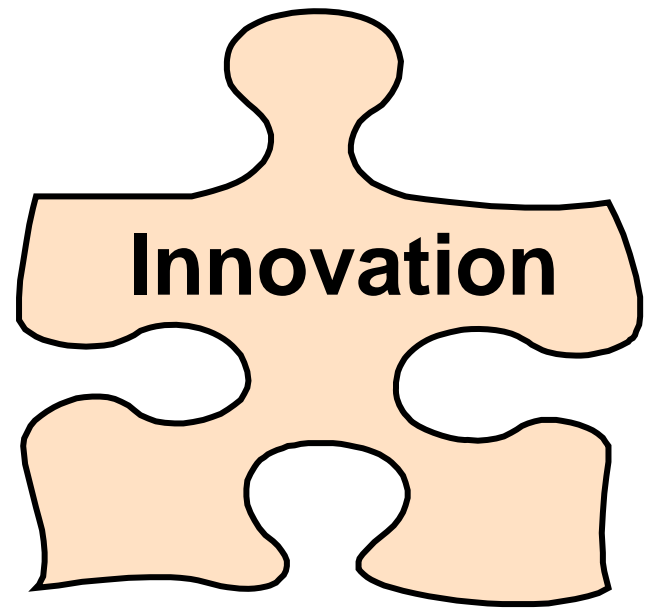
- Handle information
- Organize work and attend to details
- Share information and communicate
- Reach consensus



# Research on Team Success

## Variables **with** Significant Impact

- Project Leader
  - Communicate and listen
  - Ask questions, summarize ideas
  - Articulate a goal
  - Build member confidence



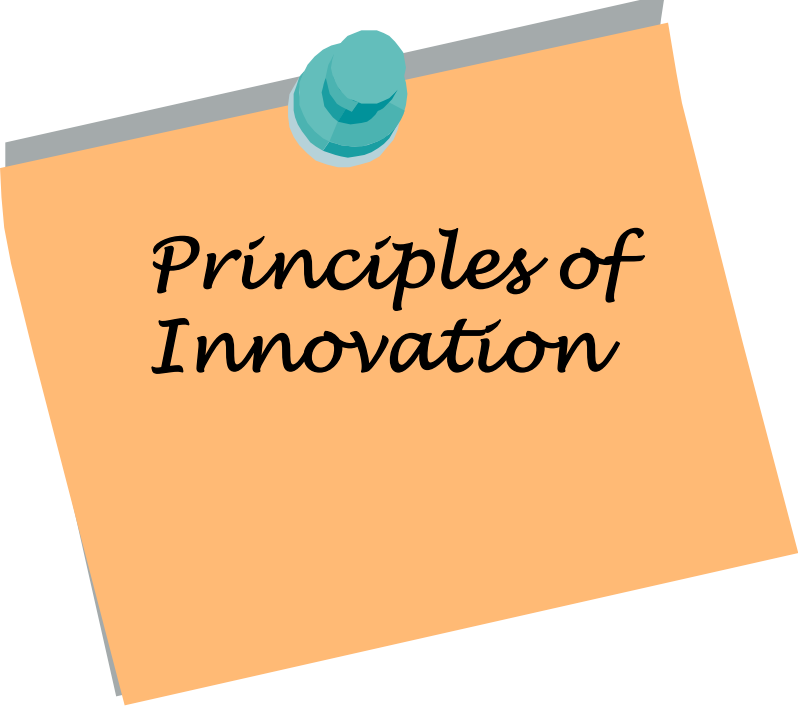




*Innovation is...*

coming up with  
new ideas,  
products,  
collaborations,  
services and  
solutions that  
can be used!

Reimers-Hild (2008)



*Principles of  
Innovation*

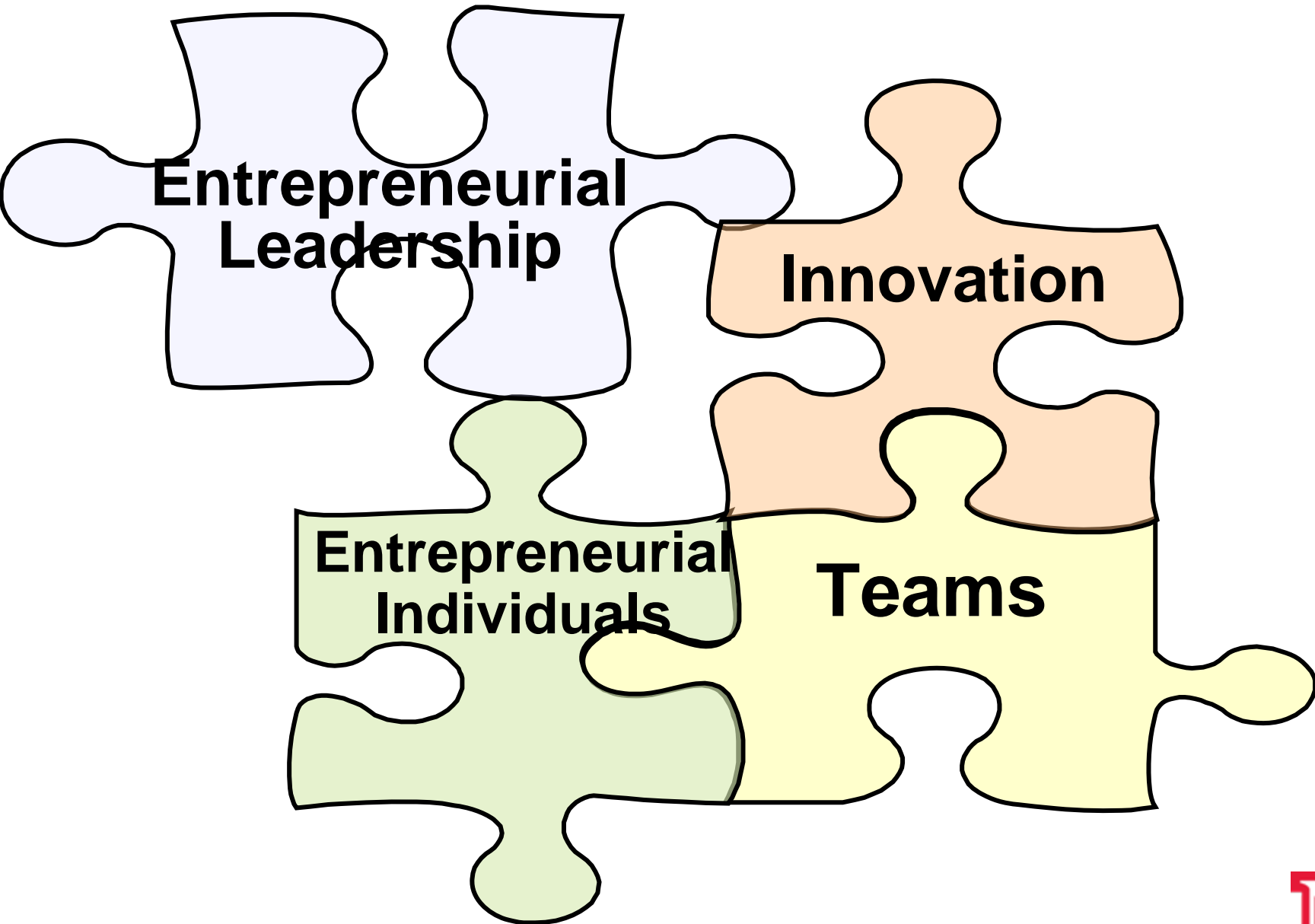


1. Identify Opportunities
2. Research Solutions
3. Start Small and Simple



*Conditions of  
Innovation*

- Innovation is Work
- Innovation is Change
- Innovators Build on Their Strengths
- Entrepreneurial Leaders Cultivate Innovation





The fundamental goal of an  
Entrepreneurial Leader is to....

create an atmosphere of  
innovation while helping  
constituents or followers become  
more entrepreneurial

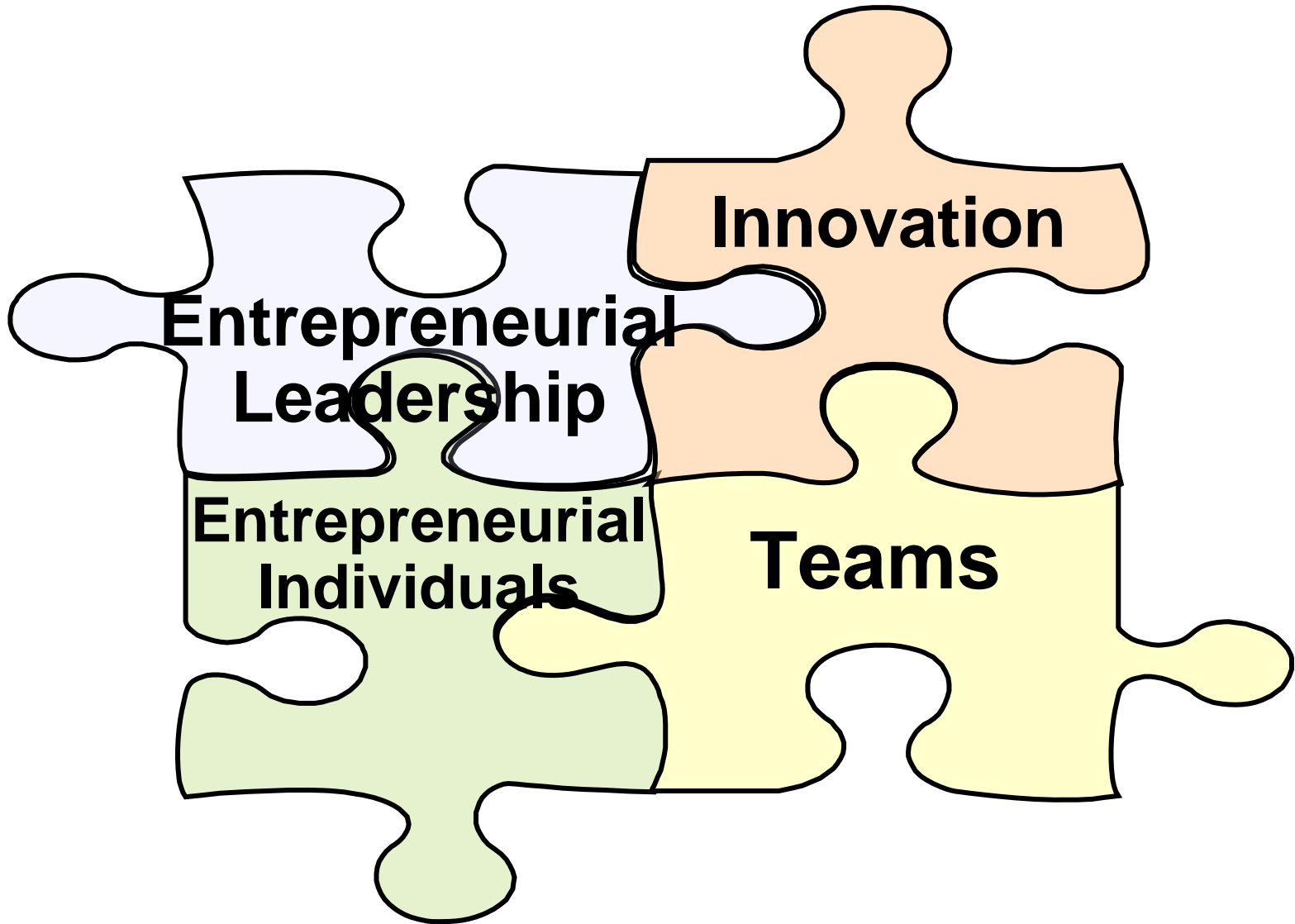


# Entrepreneurial Leadership and Innovation are supported by :

1. Creating and Communicating a Relevant Vision
2. Motivating and Empowering Individuals
3. Leveraging Human and Social Capital
4. Developing a Global Mindset that embraces Change and values Diversity
5. Cultivating Continuous Innovation!



What comparisons can we make  
between Entrepreneurial  
Leadership and Innovation and  
Team Success?





# How do you Lead an Innovative, Entrepreneurial Team?





## Take Home Message

- Entrepreneurial Leadership and Teams are Essential Elements of Success in the 21<sup>st</sup> Century
  - Establish a Vision and Clear Goals
  - We are all leaders (and followers)...Empower One Another
  - Everyone can and must Innovate
  - Teamwork, including valuing Diversity, is critical...Communicate!
  - Be a little Daring...Take Some Risks...Experiment and have FUN!
- Remember: You are what You Innovate!!

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