



Received: 15-09-2024
Accepted: 25-10-2024

International Journal of Advanced Multidisciplinary Research and Studies

ISSN: 2583-049X

Innovation of Leadership Management in an Organization

¹Leovigildo Lito D Mallillin, ²Noemi C Jose, ³Christopher C Artuz, ⁴Raul G Gutierrez

¹ Professor, College of Engineering, University of Caloocan City, Manila, Philippines

² Instructor 1, College Secretary, College of Engineering, University of Caloocan City, Manila, Philippines

³ College Librarian, College of Engineering, University of Caloocan City, Manila, Philippines

⁴ Registrar 1, College of Engineering, University of Caloocan City, Manila, Philippines

Corresponding Author: **Leovigildo Lito D Mallillin**

Abstract

The study aims to evaluate and analyze the innovation of leadership management in the organization as to communication, adaptability, collaboration, growth mindset, and creativity.

Mixed methods are utilized in the study through Focus Group Discussion (FGD). The participants of the study are the various educators and leaders in the various educational sectors in both public and private at the National Capital Region. The study comprised One Hundred Twenty-Five (125) only.

Results show that communication in leadership innovation management is essential facilitate support in the organization, show that adaptability in leadership innovation

management adjusts with new trends and situation to cope with ambiguity to thrive on innovation leadership process, show collaboration in leadership innovation management increases the chances of the organization for the innovation results and ideas in configuring and recognizing to represent needed in the decision-making process, show that growth mindset in leadership innovation management is open to suggestion and ideas, willing to listen, and manage to fit assumption for the capacity of leading, and show creativity in leadership innovation management fosters and encourages leader diverse team in providing development, training, recognition, innovation, and reward.

Keywords: Innovation, Leadership Management, Organization, Communication, Adaptability, Collaboration, Growth Mindset, Creativity

1. Introduction

Innovation of leadership management is necessary for the success and failure in the organization. It integrates various styles in leadership such as the ability for creativity, competency, and collaboration. It capitalizes the creative potential of employees to the fullest. It guides and inspires essential skills and development to improve the success of the organization. Innovative leaders do not need intelligent people but are smart in the management process to come up with creative thoughts and ideas as tools in leadership (Mallillin, *et al.* n.d.). A leader can promote innovation efforts based on the goals of the organization. Innovation of leadership influences the technique and philosophy of management in accordance with the target objectives of the organization. Leadership management innovation is marked and defined from the practice principles and process performance of the organizational system and transformation (Mallillin, & Caranguian, 2023, pp. 131-141)^[24]. It delves with the innovative management which involves techniques in the organization (Orieno, *et al.* pp. 167-190)^[29]. Also, it focuses on the role of leadership change management in the culture organization. It is rooted with a leadership innovation management dynamic background which is crucial in molding organizational success. It provides impact and evolution in the practice of leadership innovation management. It highlights innovation of leadership to focus on skills such as adaptability, communication, creativity, and management style in the organizational outcome and productivity (Mallillin, *et al.* 2024, p. 2). It ensures proper implementation on the core of innovation of leadership management. It guides to address the balance of knowledge and skills to improve productivity. It characterizes understanding and approach of innovation of leadership management nuance and complexity on contemporary management styles and techniques. It provides increased effective leadership through ethical decision-making, problem solving, vision, and adaptability. It emerges on the continuous

improvement of innovation and creativity in leadership (Baroudi, & Lytras, 2024, pp. 1-10)^[2].

On the other hand, the role of leadership innovation provides purpose and clear vision to strive and motivate the team members for excellence performance and output. It embraces the catalyst of innovation and transformation to lead the organization. The role exhibits the effective innovation process in the organization based on leadership theory and practice (Mallillin, & Caday, n.d.)^[18]. It blends the distinct traits, personal characteristics, leadership approach, and mindset in nurturing the innovation management of leadership in the organization. It includes authenticity to inspire trust for a genuine leader for the best ideas and contributions. It can also be a servant leader who puts collective ambition to create unity and cooperation. This approach boosts and collaboratively inspires teamwork in the organization especially for innovation, decision, making and problem solving (Mallillin, *et al.* 2024, p. 4). This includes a growth and innovation mindset to open the process and ideas in the organization. It responds to the vital role of innovation in leadership efficiency in the organizational atmosphere. It explores innovative leadership capability, knowledge and management. It deepens insights and attempts to enhance innovation mechanisms in leadership (Gui, *et al.* 2024, pp. 214-232)^[8]. Also, the role of leadership management establishes culture innovation which a leaders need to play a pivotal role in molding the organization to motivate and inspire proper communication, promote collaboration, idea sharing, and open communication competency skills (Mallillin, & Mallillin, 2019). It also establishes open innovation through the community, customers, and external partners. It encourages experimentation to cultivate learning and prototype from failures. It explores potential innovation and understanding on strategies for driving innovation collaboration. It fosters perspectives and diverse skills in sharing and facilitating approach and sparking new ideas in the innovation of leadership management in the organization. It links the gaps on leadership innovation, capability, and knowledge resources (Phong, & Thanh, 2023, pp. 111-121)^[31].

Apparently, innovative ideas in the organization are connected with leadership. It creates to attend management to thrive with innovation of ideas for the improvement of the organization. It creates culture control from good, better, and best. It empowers leadership styles to develop and create innovative leaders. It tries to provide a better strategy for innovative effort and creativity transition systems (Mallillin, *et al.* n.d.) It influences and positions the expert talent to assist and push exceptional innovators and critical thinkers. It thrives to attempt innovation synergy in the management of the organization. It provides benefits in the innovative work atmosphere. It boosts the efforts and efficiency of the system to develop and promote productivity in resource management (Mallillin, 2017, pp. 58-74)^[15]. It helps to implement new ideas, solve problems, lead, control, plan, coordinate, and organize. It aims to build a better culture in the organization through empowering individuals to make decisions because two heads are better than one (Costa, *et al.* 2023, p. 47)^[6]. In addition, a leader implements initiative to demonstrate new ideas among the members of the team. This includes creating space for improvement to encourage creativity in the working place that can foster better collaboration in the entire organization. A leader must be a good listener. It is the most effective

innovation of leadership engagement practices and transformation (Mallillin, *et al.* 2023, pp. 1249-1266)^[17]. Individual members in the organization must be valued because they are the lifeblood of the organization. Leadership innovation management opts to develop tolerance for failure. This can create space for new ideas for the progress and success of the organization. It encourages individuals in the organization to think, initiate, and create to achieve the goals in the organization (Sueb, & Sopiah, 2023, pp. 62-83)^[34].

Lastly, the best innovation for leadership management must be characterized through various techniques, skills, and strategies in leading, controlling, planning, developing, and coordinating such as transformational, servant leaders, democratic leadership, and adaptive leadership (Caday, & Mallillin, n.d.)^[18]. Transformational leaderships are supportive, visionary and charismatic. This encourages individual members in the organization to think and take risks. They also provide rewards, recognition, and feedback for innovative success and performance. It helps to inspire leadership challenges in the shared and pursued vision to obtain the goals set in the organization. This can foster ideal innovation that can stimulate positive work atmosphere (Mallillin, 2021, pp. 17-28)^[25]. This includes being a servant leader to focus on the style of serving the interest and needs in the organization. It supports and coaches the value of best innovation in leadership management responsibility and priority (Coulson-Thomas, 2023, pp. 5-23)^[7]. In consequence, one of the best innovations in leadership is servant leaders to be a good listener, respectful, empathetic, and humble to hear concerns and ideas which help to develop and grow. They create culture and decision-making to empower and share for collaborative learning. It helps in building loyal and strong relationships in the promotion of innovation process. In addition, the best innovative leadership practice is through democratic leadership to involve individuals in the process of decision-making, input, feedback, and values (Mallillin, & Mallillin, n.d.). It fosters a sense of responsibility and ownership. Adaptive leadership must also be given emphasis in the style of management in changing situations to overcome challenges and complexity. Adaptive leadership must be proactive, resilient, and agile to respond and anticipate change. It describes the aspects of essential innovation in leadership situations (Kaudela-Baum, *et al.* 2023, pp. 1-24)^[9].

Research Questions

1. What is the innovation of leadership management in an organization among the respondents?
2. How may the innovation of leadership management empower the implementation for the success of the organization?

Research Design

The research utilizes the mixed methods which is the result of Focus Group Discussion (FGD). It is a combination of both quantitative and qualitative research design. Quantitative is used to measure the innovation of leadership management in an organization in terms of communication, adaptability, collaboration, growth mindset, and creativity. On the other hand, the qualitative is used to analyze how the innovation of leadership management empowers the implementation success of the organization. It analyzes the

distinct context and meaning in terms of integration, combination, and description. It precedes with the phases of the interpretation and result of the data. It identifies the procedures and practices of both quantitative and qualitative research processes. It is prevalent to determine the model and purpose of the research design (Matović, & Ovesni, 2023, pp. 51-65) [28].

Participants of the Study

The participants of the study are the various leaders in the Higher Education Institutions in both private and government sectors in the National Capital Region (NCR). They are directors, presidents, vice presidents for academic affairs, deans, administrators, and coordinators. They are the best persons to be utilized as respondents because they know the process of leading, organizing, controlling, and planning. The study comprised One Hundred Twenty Five (125) respondents only.

Data Gathering Procedures

Innovation of leadership management in an organization is being guided by the following data gathering procedures.

1. Mapping. Mapping is done through reading and analyzing the trends of research topics especially that the researcher has a background on leadership management which is relevant and timely to his capacity as professor in both public and private entities in NCR.

2. Formulation of Research Topic. After the mapping is done, the researcher decided that the topic is "Innovation of Leadership in an Organization" which is needed for the various Educational entities.
3. Instrument Tool. After the formulation of the title, the instrument tool is formulated through reading articles and reading research on innovation of leadership. The instrument tool is based on the research questions posited in the study.
4. Validation of Instruments. After the draft of the questionnaire, the instrument tool is being validated by the expert in both quantitative and qualitative research. All the suggestions and recommendations are being given emphasis to provide substance of the instrument tool.
5. Floating of Instruments. The floating of questionnaire is done through google form where it is forwarded among the various educational leaders in the HEIs in both public and private sectors. Included in the google form is the waiver of consent for the participation in answering the questionnaire voluntarily.
6. Analysis of Data. Upon submission in the google form. The data is automatically saved for statistical data treatment.

Results

1. What is the innovation of leadership management in an organization among the respondents?

Table 1: Innovation of Leadership Management in An Organization Among the Respondents

Indicators	WM	I	R
1. It increases the chances of the organization for the innovation result and ideas in configuring and recognizing the representation needed in the decision-making process.	4.07	A	7.5
2. It plays thoughts on innovation mindset opportunities and possibilities that may improve the leadership function and role.	3.90	A	11.5
3. It supports to relay communication information such as crucial messages on the core values in building trust in the organization	3.66	A	17
4. It is the ability to innovate, inspire others to solve problems, and actionable ideas in the organization.	3.77	A	15
5. It defines the innovation process interaction and symbolic ideas and technologies in terms of leadership innovation management.	4.21	SA	1.5
6. It is responsive and flexible to change for the achievement and success of the circumstances in the organization.	3.39	MA	19
7. It connects people to suggest ideas and innovation to promote and expand the success of the organization.	4.07	A	7.5
8. It is the key ingredient of the innovation mindset in leadership success that involves change from good, better, and best.	3.35	MA	20
9. It is essential in the innovation leadership to facilitate support management in the organization.	3.60	A	18
10. It is centered typically on the original knowledge and thoughts to unleash the integral part and potential of the success and failure of the organization.	4.21	SA	1.5
11. It fosters creativity to encourage and lead diverse teams in providing development, training, recognition, innovation, and reward.	3.86	A	13
12. It opens novel knowledge and ideas such as risk-taking, creativity, and inspires an innovative mindset in leadership management.	4.12	A	5.5
13. It is the ability to adjust with new trends and situations to cope with ambiguity to thrive in the innovation leadership process.	3.70	A	16
14. Innovation leaders are open to suggestion and ideas, willing to listen, and manage to fit assumptions for the capacity of leading.	4.12	A	5.5
15. It is essential competency for adaptability innovation of a leader to embrace, navigate, and pivot success in the organization.	4.18	A	3
16. It creates an innovation process in the improved solutions, meeting needs, solving problems in the organization.	3.80	A	14
17. It provides team collaboration and expected resistance in the management innovation in leadership outcome.	4.00	A	9
18. It emphasizes the pillars of communication as to learning, accountability, integrity, and process.	3.90	A	11.5
19. It innovates leadership style in applying creativity and approaches in the management system.	3.97	A	10
20. It provides necessary iteration for the concept and ideas to innovative solution in leadership delivery and connection.	4.15	A	4
Average Weighted Mean	3.901	A	
Standard Deviation	0.259		

It shows in the table that rank 1 is shared by the two indicators which are “It defines the innovation process interaction and symbolic ideas and technologies in terms of leadership innovation management”, and “It is centered typically on the original knowledge and thoughts to unleash the integral part and potential of the success and failure of the organization”, with a weighted mean of 4.21 or Strongly Agree which means innovation in leadership management is highly observed. It shows that rank 2 is “It is essential competency for adaptability innovation of a leader to embrace, navigate, and pivot success in the organization”, with a weighted mean of 4.18 or Agree which means that innovation in leadership management is observed. Rank 3 is “It provides necessary iteration for the concept and ideas to innovative solutions in leadership delivery and connection”, with a weighted mean of 4.15 or Agree which means that innovation in leadership management is observed. The least in rank is “It is the key ingredient of innovation mindset in leadership success that involves change from good, better, and best”, with a weighted mean of 3.35 or Moderately

Agree which means leadership innovation in management is limited. The overall average weighted mean is 3.901 (SD=0.259) or Agree on the innovation of leadership management in an organization as observed among the respondents.

2. How may the innovation of leadership management empower the implementation for the success of the organization?

Presented in this section is the thematic analysis on innovation of leadership management in the organization. This is the result of the Focus Group Discussion on how the innovation of leadership management may empower the implementation for the success of the organization. The response of the participants is being categorized as follows: 5.00-4.20=Strongly Agree, 4.19-3.40=Agree, 3.39-2.60, Moderately Agree, 2.59-1.80=Disagree, and 1.79-1.00=Strongly Disagree. Verbatim of the text is needed in the analysis of data.

Themes	Response	Core Ideas
1. Communication in leadership innovation management	Agree	<ul style="list-style-type: none"> ● facilitate support ● relay communication information ● pillars of communication ● defines the innovation process
2. Adaptability in leadership innovation management	Agree	<ul style="list-style-type: none"> ● adjust with new trends and situation ● improved solutions ● responsive and flexible ● embrace pivot success
3. Collaboration in leadership innovation management	Agree	<ul style="list-style-type: none"> ● decision-making process ● connects people ● leadership outcome ● concept and ideas
4. Mindset growth in leadership innovation management	Agree	<ul style="list-style-type: none"> ● capacity of leading ● knowledge and ideas ● improve the leadership function ● key ingredients of innovation
5. Creativity in leadership innovation management	Agree	<ul style="list-style-type: none"> ● training development ● actionable ideas in the organization ● approaches to management system ● potential success of the organization

3. Communication in leadership innovation management

Communication in leadership innovation management relays information on the crucial messages in the organization to encourage members of the team to build trust especially on the mission, vision, values, and core culture system. It involves sharing of vision to inspire delivery of the work output. It shows value inherent in the promising organization. It navigates proper transparency and communication between leaders and personnel. It clarifies the structure and culture of the organization. It inspires to promote honest feedback, teamwork, and collaboration. It discrete the management instructional process and system. It transitions the communication for proper instructions. It is effective instruction inside the organization as part of innovation in leadership management (Mallillin, 2023, p 136)^[16]. The participants say that:

“It is essential in the innovation leadership to facilitate support management in the organization”. T1, P101 & P24

“It helps to relay communication information such as crucial messages on the core values in building trust

in the organization”. T1, P93 & P27

“It emphasizes the pillars of communication as to learning, accountability, integrity, and process”. T1, P89 & P33

“It defines the innovation process interaction and symbolic ideas and technologies in terms of leadership innovation management”. T1, P80 & P40

4. Adaptability in leadership innovation management

Adaptability in leadership innovation management refers to being responsive and flexible in the changes of the organization from good, better, and best. It is quick from the change for adjustment to new circumstances and situations in making the changes for the success and achievement of the goals. Leadership adaptability approach is challenging. It provides new ideas and embraces development programs in accordance with the culture of the organization. Adaptive leadership responses to quick changes and new challenges. It involves understanding the approach to the planning, need change, monitoring outcome, and implementing the change. It is a systematic process and approach in the organization.

It analyzes the real performance and system to the fullest (Mallillin, *et al.* 2024, p. 4). The participants say that:

"It is the ability to adjust with new trends and situations to cope with ambiguity to thrive in the innovation leadership process". T2, P100 & P14

"It creates an innovation process in the improved solutions, meeting needs, solving problems in the organization". T2, P96 & P18

"It is responsive and flexible to change for the achievement and success of the circumstances in the organization". T2, P87 & P23

"It is essential competency for adaptability innovation of a leader to embrace, navigate, and pivot success in the organization". T2, P79 & P39

5. Collaboration in leadership innovation management

Collaborative in leadership innovation management emphasizes the function of a leader in sharing joint responsibility, collective problem-solving, decision-making, and outcome. It emphasizes the value of collaboration among the organization. It encourages improvement, learning, and feedback. It provides proper control and authority. It enables to empower growth and contribution of work in terms of a shared decision-making process in getting the input from the members of the organization. It provides a positive impact to all workers. The value of diverse insight and perspective is genuinely providing initiatives. It explores mutual trust and respect as to transparency among the employees as the heart of leadership collaboration. It recognizes collective intelligence and appreciates contributions from each member of the team (Badriyah, *et al.* 2024, pp. 402-408)^[1]. The participants say that:

"It increases the chances of the organization for the innovation result and ideas in configuring and recognizing to represent needed in the decision-making process". T3, P107 & P13

"It connects people to suggest ideas and innovation to promote and expand the success of the organization". T3, P91 & P12

"It provides team collaboration and expected resistance in the management innovation in leadership outcome". T3, P84 & P24

"It provides necessary iteration for the concept and ideas to innovative solutions in leadership delivery and connection". T3, P74 & P37

6. Mindset growth in leadership innovation management

Mindset growth in leadership management gains a critical competitive advantage in the organization. It drives an evolving demand for new solutions in the organizational landscape. It thrives to equip with changing conditions in the organization for the necessary skills in leadership innovation management. It plays a crucial mindset innovation growth in fostering culture in the organization. It invests imperative development. It possesses skills and needs to allow individual employees for mindset growth and innovation. It identifies the orders of effective management to promote competency mindset growth innovation. It highlights the key competency and needs of employees especially in addressing the gaps and issues of the organization (Laib, 2023)^[14]. The participants say that:

"Innovation leaders are open to suggestion and ideas, willing to listen, and manage to fit assumptions for the capacity of leading". T4, P95 & P20

"It opens novel knowledge and ideas such as risk-taking, creativity, and inspires an innovative mindset in leadership management". T4, P91 & P30

"It plays thoughts on innovation mindset opportunities and possibilities that may improve the leadership function and role". T4, P85 & P35

"It is the key ingredient of innovation mindset in leadership success that involves change from good, better, and best". T4, P81 & P38

7. Creativity in leadership innovation management

Creativity in leadership innovation management is originally centered on knowledge and thoughts to aid ideas for the potential issues in the organization. It provides an opportunity to enhance the working task based on technology and innovation as part of the creativity management system. It is an integral creativity and idea process for a viable solution in the improved progress of the system. It is a powerful way to adapt the system and create increased innovation in an ever-changing process from good, better, and best. It is an innovation of creativity management to balance and act in the working area. It fuels creative thinking especially during perilous situations. Creativity is a process and solutions for new ideas, knowledge, and thoughts that needs to be resolved, define correctly the issue, brainstorm the activity, gather work materials, discuss ideas, and implementation (Krushkov, & Zayakova-Krushkova, 2024, p. 32)^[13]. The participants say that:

"It fosters creativity to encourage and lead diverse teams in providing development, training, recognition, innovation, and reward". T5, P105 & P15

"It is the ability to innovate, inspire others to solve problems, and actionable ideas in the organization". T5, P95 & P25

"It innovates leadership style in applying creativity and approaches in the management system". T5, P90 & P27

"It is centered typically on the original knowledge and thoughts to unleash the integral part and potential of the success and failure of the organization". T5, P85 & P40

Discussion

The innovation of leadership management in the organization in the area of communication facilitates support processes to relay information such as crucial messages on the core values in building trust in the organization. It concentrates on the organizational success and core values to expand measures on the traditional set of management in all various situations and interactions. Communication in leadership management promotes a new role and play in the innovation to be achieved by the leader and understanding. It is the empirical concept of leadership communication wheel integration of innovation such as the domains of leadership process in management of communication. It intensifies the effect of communication to empower transition in the organization. It strengthens the ability to innovate positive growth and impact the employees (Zerfass, & Huck, 2007, pp. 107-122)^[36]. In addition, the

innovation of leadership management in the organization in the area of communication emphasizes the pillars of communication as to learning, accountability, integrity, and process where it defines the innovation process interaction and symbolic ideas and technologies in terms of leadership innovation management. It innovates the communication to be done for the management leadership process. It enhances and develops communication competency in leadership innovation. It strengthens and enhances innovation management, increased knowledge and professional communication. It identifies the opportunity for work innovation through communication management to strengthen the working legitimacy in the organization. It serves as an innovation practice to communication management in leadership. It includes competencies and experiences in the impact of improving efforts in the organization (Kihlander, *et al.* 2023, pp. 79-100)^[10].

Certainly, adaptability in leadership innovation management is the ability to adjust with new trends and situations to cope with ambiguity to thrive in the process. It creates an innovation process in the improved solutions, meeting needs, and solving problems. It organizes and focuses on the innovation practice management in overarching capability processes and methods. It provides and focuses on the insights and novel of structure knowledge, strategies, management, and innovation process in leadership. It adapts to an ever-changing work atmosphere in describing the notion of entity, willing to change, and inclination on various conditions, reaction, and sense of responsibility. It forces the management innovation in leadership organization to rely on agility and adaptability in various levels and strategy. It adapts potential in the increased innovation management (Röth, *et al.* n.d.)^[33]. Furthermore, adaptability in leadership innovation management is responsive and flexible to change for the achievement and success of the circumstances. It is essential competency for adaptability innovation of a leader to embrace, navigate, and pivot success in the organization. It recognizes and evolves the need to grasp unpredictable circumstances and capacity in the management organization and innovation possibility. It flexes the organization position to focus on leadership needs, contextual characteristics, disperse, and change. It adopts the dynamic possibility and capability to highlight the function of leadership innovation in playing the impact and mediating strategy complex adaptation. It indicates an improved strategic adaptation in the positive performance of a leader. It increases the resources, desires, and needs of flexible leadership innovation to the fullest (Ramesh, *et al.* 2023)^[32].

Similarly, collaboration in leadership innovation management increases the chances of the organizational result and ideas in configuring and recognizing to represent needed decision-making processes. It connects people to suggest ideas and innovation to promote and expand success. It innovates the function of leadership to focus on the effect of direct and indirect collaboration. It fosters the importance of efficient collaboration in leadership innovation which is vital in the function of a leader. It intersects with the mechanism of leadership collaboration innovation in the modern trends of management. It elucidates insights and practical offer of collaborative leadership innovation in stimulating and seeking creativity to maintain driven innovation competitiveness. It fosters the identification of collaborative knowledge and contribution

of leadership management innovation (Wiroonrath, *et al.* 2024)^[35]. Nevertheless, collaboration in leadership innovation provides team collaboration and expected resistance in the management outcome. It provides necessary iteration for the concept and ideas to innovative solutions in leadership delivery and connection. It demonstrates collaborative innovation and advantages to recognize the innovation process and complex character. It stimulates the complexity of collaborative innovation in leadership. It constitutes innovative challenges in leadership management in the organization. It enhances understanding and insights in the practice of collaborative innovation in leadership approach. It links with the offshore competitive leadership position. It guides collaborative leadership innovation and management. It guides the value proposition in the level of collaborative leadership which is necessary in the organization. It is based on the domain of knowledge in the organizational culture and imagination. It initiates design-based making for collaborative leadership management. It addresses the collaborative leadership management innovation practice and pursuits (Callens, 2023)^[5].

Indeed, the growth mindset in leadership innovation management is open to suggestion and ideas, willing to listen, and manage to fit assumptions for the capacity of leading. It opens novel knowledge and ideas such as risk-taking, creativity, and inspires an innovative mindset in leadership management. It innovates to increase and explore the orders of the organization to progress. It concepts potential factors to influence positive growth mindset innovation to assist the managers and aspiring leaders in addressing the gaps, challenges, and barriers in the organization. The growth mindset in leadership innovation management is focused on models of innovation, creativity, discipline, skills, and flow. It stems from the opportunity on various models of leadership innovation and implication. It outlines the skills and development benefits to the organization. It defines to address the issues, creative solutions, and brings new innovation. It aims to enhance the capacity of innovation in leadership suitable in the organization (Krskova, & Breyer, 2023)^[12]. Nonetheless, growth mindset in leadership innovation management expresses thoughts on innovation mindset opportunities and possibilities that may improve the leadership function and role. It is the key ingredient of the innovation mindset in leadership success that involves change from good, better, and best. It influences the disposition and understanding the process of innovation leadership management. It examines the process and impact of growth mindset innovation on the innovation leadership management. This can innovate growth mindset, strategies, and support efficacy to represent and design impact and knowledge. It determines a lot of confidence in the challenges faced by the leader in the organization (Kojah, 2023)^[11].

Finally, creativity in leadership innovation management fosters a diverse team in providing development, training, recognition, innovation, and reward. It is the ability to innovate, inspire others to solve problems, and actionable ideas in the organization. It establishes creativity and innovation in the leadership management decision making process. It determines creativity and decision-making. It complies with the creative and model formation process and decision making as a basis in the management innovation in leadership. It entails change in the process, management

structure, and intended practice in the improved function of the organization. It is a decisive role of a leader's involvement in proactive creativity and competency process. It optimizes the skills and decision making to understand the process of creativity innovation of leadership management. It values the creativity process in the organization to adopt perceived evaluation which is essential in the innovation of leadership management. It ensures competitive advantage in the structure of the organization (Pavlenchuk, *et al.* 2023, pp. 498-514) ^[30]. Likewise, creativity in leadership innovation management applies approaches to the fullest. It is centered typically on the original knowledge and thoughts to unleash the integral part and potential of the success and failure of the organization. It innovates the organization on the key function concerning leadership management that underlies the process in creativity. It highlights the importance of stimulating and understanding the context creativity of leadership. It underlies the dynamic leadership and innovation ideas in management. It helps in the development of creativity and innovation leadership. It illustrates the style of leadership innovation adequacy to influence the positive improvement of feelings and thoughts in the performance of a leader (Cacciatore, 2023, pp. 55-84) ^[31].

Conclusions

It shows that communication in leadership innovation management is essential to facilitate support in the organization where it helps to relay communication information such as crucial messages on the core values in building trust in the organization. This includes the pillars of communication as to learning, accountability, integrity, and process where it defines innovation process interaction and symbolic ideas and technologies in terms of leadership innovation management.

It shows that adaptability in leadership innovation management adjusts with new trends and situations to cope with ambiguity to thrive in the innovation leadership process where it creates innovation in the improved solutions, meeting needs, solving problems in the organization. This includes responsiveness and flexibility to change for the achievement and success of the circumstances in the organization where it is essential competency for adaptability innovation of a leader to embrace, navigate, and pivot success in the organization.

It shows that collaboration in leadership innovation management increases the chances of the organization for the innovation results and ideas in configuring and recognizing to represent needs in the decision-making process where it connects people to suggest ideas and innovation to promote and expand the success of the organization. This includes team collaboration and expected resistance in the management innovation in leadership outcome where it provides necessary iteration for the concept and ideas to innovation solution in leadership delivery and connection.

It shows that the growth mindset in leadership innovation management is open to suggestion and ideas, willing to listen, and manage to fit assumptions for the capacity of leading where it opens the novel knowledge and ideas such as risk-taking, creativity, and inspire innovation mindset in leadership management. This includes expressing thoughts on innovation opportunities and possibilities that may improve leadership function and role where it is the key

ingredient of innovation mindset in leadership success that involves change from good, better, and best.

It shows that creativity in leadership innovation management fosters and encourages a diverse team in providing development, training, recognition, innovation, and reward where it provides the ability to innovate, inspire others to solve problems, and actionable ideas in the organization. This includes to innovate leadership style in applying creativity and approaches in the management system where it is centered typically on the original knowledge and thoughts to unleash the integral part and potential success and failure of the organization.

References

1. Badriyah N, Sulaeman MM, Wibowo SN, Anggapratama R. The Role of Constructive Conflict Management in Fostering Team Collaboration and Innovation: A Perspective of Transformational Leadership. *Journal of Contemporary Administration and Management (ADMAN)*. 2024; 2(1):402-408.
2. Baroudi S, Lytras MD. Leadership and Innovation in Higher Education in 2035: The Open Research Agenda. In *Transformative Leadership and Sustainable Innovation in Education: Interdisciplinary Perspectives*. Emerald Publishing Limited, 2024, 1-10.
3. Cacciatore S. Creativity and Leadership. How the Arts Can Improve Business Strategy. *Socio-Cultural Management Journal*. 2023; 6(1):55-84.
4. Caday MAT, Mallillin LLD. *Leadership Style and Competency Toward Management Organization*, 2023.
5. Callens C. Achieving collaborative innovation by controlling or leveraging network complexities through complexity leadership. *Public Administration*, 2023.
6. Costa J, Pádua M, Moreira AC. Leadership styles and innovation management: What is the role of human capital?. *Administrative Sciences*. 2023; 13(2):47.
7. Coulson-Thomas C. Coaching and leadership for innovation and future-ready organizations. *Effective Executive*. 2023; 26(2):5-23.
8. Gui L, Lei H, Le PB. Fostering product and process innovation through transformational leadership and knowledge management capability: The moderating role of innovation culture. *European Journal of Innovation Management*. 2024; 27(1):214-232.
9. Kaudela-Baum S, Jensen KR, Sheffield R. Leading innovation in a changing world. In *Innovation leadership in practice: How leaders turn ideas into value in a changing world*. Emerald Publishing Limited, 2023, 1-24.
10. Kihlander I, Magnusson M, Karlsson M. Developing Innovation Leadership: The Relevance of Qualification and Certification of Innovation Management Professionals. In *Innovation leadership in practice: How leaders turn ideas into value in a changing world*. Emerald Publishing Limited, 2023, 79-100.
11. Kojah SJ. *Supporting Self-Efficacy Through Mindset: The Impact of a Growth Mindset Innovation on the Self-Efficacy of Middle School Students in a Teen Leadership Course (Doctoral dissertation, University of South Carolina)*, 2023.
12. Krskova H, Breyer YA. The influence of growth mindset, discipline, flow and creativity on innovation: Introducing the MDFC model of innovation. *Heliyon*. 2023; 9(3).

13. Krushkov N, Zayakova-Krushkova R. Competitiveness as a Result of Creativity and Innovation. Strategies for Policy in Science & Education/Strategii na Obrazovatelnata i Nauchnata Politika. 2024; 32.
14. Laib L. Leadership skills to support employee innovation mindset: Which leadership skills are crucial for a manager to support an employee's innovation mindset successfully? 2023.
15. Mallillin LLD. Human resource management in selected higher education institutions (HEI): Towards enhancing employees' work. International Journal of Advanced Research in Management and Social Sciences. 2017; 6(1):58-74.
16. Mallillin L. Instructional Management System Theory. American J Sci Edu Re: AJSER, 2023, p136.
17. Mallillin LL, Atendido GCL, Llonora RL, Mencias PAC, Tecson PAL, Tayamora MRB. Educational Leadership Management Practices: A Perspective to Educational Transformation. International Journal of Multidisciplinary Research and Analysis. 2023; 6(3):1249-1266.
18. Mallillin LLD, Caday MAT. Educational Leadership Practice Theory in the School System.
19. Mallillin LLD, Caday AT, Canda EG. Integration of Leadership in an Organizational Context: A Perspective Tool for Management System.
20. Mallillin LLD, Caday AT, Canda EG. Innovation and Integration of Teaching: A Transition to Educational System in the 22nd Century.
21. Mallillin LLD, Caday MAT, Canda EG. Management Style and Productivity of Employee Toward Organizational Outcome. European Journal of Alternative Education Studies. 2024; 9(2).
22. Mallillin LLD, Caday AT, Canda EG. Management of Human Resource: An Input to Educational Leadership and Management Practices. European Journal of Education Studies. 2024; 11(4).
23. Mallillin LLD, Canda EG, Caday AT. Adaptability of Advanced Technology to School Development Program: An Approach To Educational System in Teaching. European Journal of Education Studies. 2024; 11(4).
24. Mallillin LLD, Caranguian RG. Management of educational system and practice: A guide to academic transformation. British Journal Arts and Humanities. 2023; 5(3):131-141.
25. Mallillin LLD, Lito Mallillin D. Job Satisfaction and Favorable Outcome on Teachers' Work Performance: The Noblest Profession. Asian Journal of Education and Social Studies. 2021; 21(1):17-28.
26. Mallillin LLD, Mallillin JB. Competency skills and performance level of faculties in the higher education institution (HEI). European Journal of Education Studies, 2019.
27. Mallillin LLD, Mallillin MCB. Psychological Assessment and Behavior of Students: An Intervention for School Curriculum and Development Plan, 2019.
28. Matović N, Ovesni K. Interaction of quantitative and qualitative methodology in mixed methods research: integration and/or combination. International Journal of Social Research Methodology. 2023; 26(1):51-65.
29. Orieno OH, Udeh CA, Oriekhoe OI, Odonkor B, Ndubuisi NL. Innovative management strategies in contemporary organizations: A review: analyzing the evolution and impact of modern management practices, with an emphasis on leadership, organizational culture, and change management. International Journal of Management & Entrepreneurship Research. 2024; 6(1):167-190.
30. Pavlenchuk N, Pavlenchuk A, Skrynkovskyy R, Tsyuh S. The influence of management creativity on the optimality of management decisions over time: An innovative aspect. Journal of Eastern European and Central Asian Research (JEECAR). 2023; 10(3):498-514.
31. Phong LB, Thanh LT. Transformational leadership and innovation capability: Roles of knowledge-centered culture and knowledge sharing. The Journal of Asian Finance, Economics and Business. 2023; 10(1):111-121.
32. Ramesh P, Bhavikatti V, Omnamasivaya B, Chaitanya G, Tejaswini, Hiremath S, *et al.* Organisational Adaptability: A Study of the Mediating Role of Leadership in the Influence of Strategies, Complexity, and Technology. International Journal of Innovation Management. 2023; 27(7(8)):2350036.
33. Röth T, Kock A, Backmann J, Byrne O, Newman A. The New Normal for Innovation Management?: Fostering Adaptability in an Ever Complex and Changing World.
34. Sueb S, Sopiah S. Exploring the Relationship between Transformational Leadership and Innovative Work Behavior: A Systematic Literature Review. Jurnal Visi Manajemen. 2023; 9(2):62-83.
35. Wiroonrath S, Phanniphong K, Somnuk S, Na-Nan K. Impact of leader support on open innovation: The mediating role of organizational culture, intellectual property, and collaboration. Journal of Open Innovation: Technology, Market, and Complexity. 2024; 10(3):100333.
36. Zerfass A, Huck S. Innovation, communication, and leadership: New developments in strategic communication. International Journal of Strategic Communication. 2007; 1(2):107-122.