**Business Case**

**Rationale**

Today, to achieve a successful business in the high-competitive and fast-growing society, the employee’s teamwork capability is very important, needed to be enhanced on a regular basis. According to Forest and Swanton (2021, p.1), for people who wants to apply a job in employment situation, not only hard skills but also soft skills, such as innovation, collaboration adaptability, responsibility, integrity, and problem-solving abilities also need to be paid attention, because they are extensively relevant and not restricted to a single profession or job. In fact, IT industry also exist the same situation which a project substantially relies on the career’s performance in creativity and leadership abilities. This business case will illustrate how these two soft skills can be applied in the real IT industry as well as the possible influences.

**Scope**

Both skills of significance in leadership and creativity cannot be ignored in current IT industry environment. They can bring a lot of benefits to the team or the company, increasing the organisation’s productivity. Actually, a project manager, a leader in a project, usually requires high leadership skill that is fast-adapting and can self-changing in any kind of situation, so that can guide the rest team members into the correct direction, or further team working (Love, 2017). In terms of creativity, despite there are a lot of definition on it, however, creativity should be a kind of capability that can develop unexpected relationship and explore new thing from a different perspective (Sweeney, 2003, p.139).

**Business case**

Excellent abilities of leadership and creativity in an IT group might help increasing the efficiency in the team. An IT project team is typically composed by a small number of people, usually composing from three to five members. The fact that management employees have greater contacts with other team members, more specific to the task expertise, and access to private information about project-related matters makes them valuable contributors to the organisation (Chudziński et al., 2022). As a result, it is necessary that has a team member who has excellent leadership and spread the workload to each team member, helping the team achieve their project goal on time. On the other hand, creativity is the other essential skill in IT work environment. As IT is high related with other profession, such as hardware and software of computer, internet, or even electronic commerce, “interdisciplinarity” can be seen as a significate feature to the IT industry whether in working or studying, in consequences, creativity can solve most of problems by develop new technology or activity (Zhou & Luo, 2014, p.456). For that reason, in-demand teamwork soft skills of leadership and creativity are very important to an organisation to building a successful business in many industries, especially in IT profession environment.

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