INL2:1A 1. Describe aspects of leadership connected to innovation according to research (max 100 words).

Unlike some historical leadership theories, nowadays leadership can be seen as a complex dynamic process that emerges in the interactive “spaces between” people and ideas. It is not limited to a formal managerial role but rather emerges in the systemic interactions between heterogeneous agents. Leaders must transition a new perspectives that account for the complex adaptive needs of organizations. In my opinion leaders should be primarily effective supervisors of innovation process and relay on combination of three modern leadership theories. In this process, I think that the relationships should not be defined hierarchically, but rather by interaction between heterogeneous agents.

INL2:1A 2. Present three aspects of leadership you think is important to focus when leading a ***transformation*** of an organization (max 100 words).

In my opinion three main aspects of leadership that are important to focus on when leading transformation are to influence the process, give focus to followers and interact. Leaders should primarily lead the process by giving guidelines, monitor the activities and results compared to desired goal and be integral part of the process mainly through interaction with other actors. Furthermore, I think that a transformation of organization is a process that cannot be managed by any single leader. It is generated by the insights of many people and should mainly be based on job-relevant diversity and participate safety.