

Report-back: Leadership for Innovation

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Team



Lead Input by Ms. Phuti Ragophala

- Innovative projects (Forest Garden) in a primary school environment characterised by:
 - Poverty, unemployment, poor facilities and diseases
 - Expectations for learning and growth
- Context constitutes the problem statement and requires responses NOW. Options are:
 - Complaining and blaming others
 - Doing nothing
 - Seeing these as challenges and finding solutions **now** (the realm of Public Innovators who are about 2% in any group)

Lessons drawing

- Innovative public leaders seek to leverage on available resources and skills (innovation needs people – strategic plans, visions and missions don't innovate – people do)
- Process issues include:
 - Importance of common vision among inspired individuals
 - Practical tests (no protracted planning and agony over theory – “they learn by doing”) *Aristotle*
 - Internal locus of change/innovation (leader within a team)
 - Doing more with less (many innovations are born of shoe-string budgets)

Lessons drawing cont...

- Innovative leadership has sharp focus which is:
 - Localised, small in scale and manageable (success drives wider application)
 - Sharply contrasted with traditional bulky change strategies in organisations (these have very little chance of success especially when based on theory)

Questions and comments

- “What about legalities when innovating?”
 - innovators see risks in not taking immediate action when others worry about the risks of taking action
- “innovative leaders should develop others to be like them”
 - Building a critical mass of capable of responding to new demands and challenges
- “lets’ build mentorship programmes to promote wide spread innovation”
 - It is good to learn from others BUT this requires appreciation of particular contexts



Thank you