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European Association of Work  
and Organizational Psychology

Change Leadership and Innovation

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**Biography:** Dawn Eubanks is an Associate Professor of Behavioural Science at Warwick Business School. She earned her PhD in Industrial Organizational Psychology with a minor in quantitative methods from The University of Oklahoma.

**Abstract:** With the growing success of non-traditional companies such as Google and Apple, it is hard to deny that innovation is a key economic driver. However, innovation is no longer an activity that takes place in a cozy corner in research and development. Over the past several years, innovation has become an important part of organizations as they realize that change and innovation are the keys to maintaining a competitive advantage. Organizations are now looking to develop “innovation cultures”, “innovation strategies” and “innovation leadership”. As a result of this, researchers have tried to tease apart what makes an innovative venture successful or not. There are multiple facets to explore under this topic. First, we need to understand the skill set required of leaders of innovative efforts. Next, we need to understand the key challenges faced by these leaders. Finally, we need to understand what success means and why trying to replicate salient successful examples may not work. In this three-hour workshop the following learning outcomes have been set:

- Become familiarized with the main streams of literature around leading for innovation
- Discuss the value of multiple methods for understanding leadership and innovation
- Develop an understanding of the need for innovation leadership
- Discuss emerging research questions and areas for exploration around innovation leadership
- Discuss measurement challenges for dependent variables
- Participate in an experiential learning activity that can be used to convey key concepts to students

No computers or software are required for this seminar