



Kepemimpinan dan Inovasi

Pertemuan 1

Konsep Kepemimpinan dan Inovasi

Kepemimpinan (Leadership) :

as focus of group process , as personality attribute, as art of inducing compliance, as an exercise of influence , as a particular kind of act, as a form of persuassion, as a power relation , as an instrument in the attainment of goals , as an effect of interaction ,as an differentiated role,and as the initiation of structure (Pierce and Newstrom : 2006)

is process of influencing others to understand and agree about what needs to be done and how to do it , and the process of facilitating individual and collective efforts to accomplish shared objectives (Yukl , Gary : 2010)

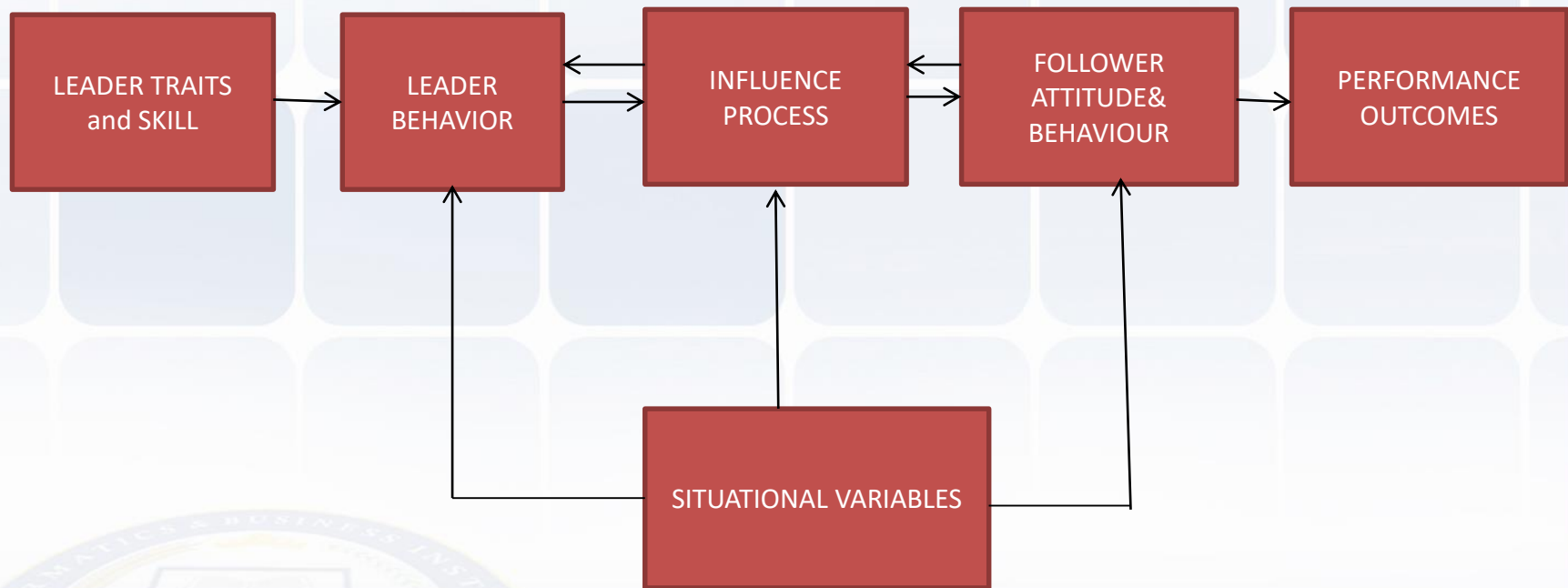
Involve a set of interpersonal influence processes. The processes are aimed at motivating subordinates , creating vision for the future , and developing strategies for achieving goals (Sweeney & Mc Farlin : 2002)

Dari definisi di atas , bahwa inti kepemimpinan adalah : Kemampuan mempengaruhi orang lain melakukan sesuatu untuk mencapai tujuan.

Melakukannya melalui motivasi untuk dapat menggerakkan orang lain sesuai dengan yang ingin dilakukan oleh seorang pemimpin

Ada interaksi pemimpin dan yang dipimpin

PROSES KEPEMIMPINAN



Causal Relation among the primary types of Leadership Process (Yukl, 2006)

- Proses kepemimpinan merupakan proses :
 1. Interaktif dan dinamis dalam mempengaruhi orang lain
 2. Seorang pemimpin harus memiliki dasar kemampuan
 3. Terampil dalam menggerakkan bawahannya agar dapat bekerja secara maksimal.

Kepemimpinan dalam konteks organisasi merupakan hasil interaksi, komunikasi individu-individu dalam suatu kelompok/organisasi , dan berpengaruh pada pihak lain melakukan atau tidak melakukan sesuatu.

Kepemimpinan dapat diartikan suatu bentuk persuasi, pembinaan, dan pengembangan individu/kelompok melalui *human relation* dan motivasi yang tepat agar mau bekerjasama memajukan organisasi.

Konsep Inovasi

To innovate means literally to bring in or introduce something new – some new idea, meteservices hod or device (John Adair : 1990)

Is the process by which organization use their skill and resource to develop a new goods and or to develop new production and operating systems so that they can better respond to the needs of customer(Jones : 2007)

Is how to cope with change , and cope more succesfully than the competitor(Srikantaiah and Koenig :2000)

Inovasi dalam era global

1. Batas negara cenderung mengarah terbentuknya dunia tnpa batas
2. Mobilitas informasi, investasi , teknologi, sumberdaya dan
3. Operasi industri semakin meningkat.
4. Investasi akan mengalir ke daerah yang memiliki peluang menarik tanpa memandang dimana peluang berada.
- 5 Samson(1989) terdapat tiga tipe inovasi yaitu inovasi produk, inovasi proses dan inovasi sistem manajerial

6. Organisasi yang inovatif memiliki ciri kolaborasi organisasional intensif, melakukan manajemen ketidakpastian lingkungan bisnis
 7. Mengakui pentingnya kapabilitas teknologi.
 8. Saleh dan Wang (1993) mengidentifikasi tiga kunci sukses organisasi untuk melakukan inovasi efektif yaitu :
 - a. Entrepreneurial strategies (berani ambil resiko melakukan pendekatan bisnis proaktif, komitmen manajemen)
 - b. Struktur Organisasi(struktur lebih fleksibel)
 - c. Iklim organisasi(iklim promotif dan terbuka)
- Keberhasilan mengelola inovasi sangat menentukan keberhasilan organisasi untuk menjadi pesaing.

Innovation means much more than designing new product or service. Innovation include :

Acceptance of and readiness for change in every person , and throughout the organization

Dedication to continuous improvement of process

Willingness to experiment and explore new ways of working , new suppliers, new technologi

Eagerness to learn from others

Creating new market and customers

Building new relationship and alliances

Establish new approaches to market , channel and pricing strategies

New and varied approach to organization , management and performance measurement **(Mayo : 2001)**

Tantangan Perubahan

Ada dua sikap dalam memasuki era 4.0 :

1. Sikap inovatif
2. Kemauan menanggung resiko

Dua sikap ini memerlukan kepemimpinan dan kinerja yang inovatif

Victor Ordonez dalam Peter D.Herschok Ed(2007):

The goals and target towards which leaders guide their groups are themselves changing with the environment.

Leader therefore no longer have the assurance and credibility of being be able to state clearly defined destination for the rest of the group, if fast changing circumstances compel a regular re-articulation and adjustment of the desired goals.

In many instances,old problems cannot be solved by old solution.

New solution, indeed entirely new strategies for understanding and adressing problems,are required.The best that leaders can do is to illumminate paths oriented generally toward desired outcomes, rather than to pinpoint final destination.

TERIMAKASIH.....

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