

**BUILDING  
TOMORROW'S  
BUSINESS  
THROUGH**



# **INNOVATIVE LEADERSHIP**

**BY J. L. BYRD, PH.D. AND JANET POLACH, PH.D.**

# BUILDING TOMORROW'S BUSINESS THROUGH INNOVATIVE LEADERSHIP

## INTRODUCTION

In the past few years, we've watched companies transform into innovation engines – not because they suddenly had an in-flux of novel ideas, but rather because the leadership of those organizations realized that their responsibility was to lead – *to focus employees on creating the opportunities for innovation to occur.*

This book is written for everyone that is part of [Innovative Leadership](#). You may not be the CEO of a company, or even a Vice President leading one division; however, you can lead the innovation call to action, regardless of your role, by following the concepts outlined on the following pages.

## THE AUTHORS

**Dr. Jacqueline Byrd** is the brain behind CREATRIX™, an innovative program, assessment and patented e-coaching process designed to increase the capacity for innovation within individuals, teams and organizations. She is co-author of [The Innovation Equation](#) with Dr. Paul L. Brown.

Dr. Byrd received her B.A., M.A. and Ph.D. degrees from the University of Minnesota, and she currently teaches Strategic Management to graduate students at St. Catherine's College. Dr. Byrd was a 1998 National Association of Women Business Owners award winner. And in 2003 was awarded as Innovator of the Year by Finance and Commerce.

Dr. Byrd is a Certified Executive Coach and has coached managers in diverse companies ranging from Fortune 500 corporations to small entrepreneurial organizations.

**Dr. Janet Polach** is a management consultant specializing in organization effectiveness. Initially with a large consulting organization and now in her own consulting firm, People Solutions, Inc., Dr. Polach has worked extensively with senior leadership in a variety of client companies to implement organizational change and transition planning, leadership development, and organizational capabilities development programs.

Dr. Polach is a Retired Lieutenant Colonel in the United States Marine Corps, and holds a Ph.D. in human resource development from the University of Minnesota. She has taught both undergraduate and graduate-level courses in adult education, human resource development, and organization development. Dr. Polach has been published in Human Resource development Quarterly, Performance Improvement Quarterly, Human Resource Development International and Quality and Participation.

This is proprietary client content and not available to view.