

RONI REITER-PALMON

Dr. Roni Reiter-Palmon is the Varner Professor of Industrial/Organizational (I/O) Psychology and the Director of the I/O Psychology Graduate Program at the University of Nebraska at Omaha (UNO). She also serves as the Director for Innovation for the Center for Collaboration Science, an interdisciplinary program at UNO. She received her Ph.D. in I/O Psychology from George Mason University, Fairfax, Virginia.

Her research focuses on creativity and innovation in the workplace, cognitive processes and individual difference variables that influence creative performance of individuals and teams, leading creative individuals, and development of creativity and leadership skills. She has over 80 publications in leading journals such *Journal of Applied Psychology*, *Creativity Research Journal*, *The Psychology of Aesthetics, Creativity and the Arts*, *Human Resources Management Review*, *Journal of Creative Behavior*, *Journal of Occupational and Organizational Psychology*, and *Leadership Quarterly*. She is an associate editor for the *European Journal of Work and Organizational Psychology* and for *Frontiers: Organizational Psychology*. She serves on the editorial boards of a number of journals, including *The Psychology of Aesthetics, Creativity, and the Arts*, *Journal of Creative Behavior*, and *International Journal of Problem Solving and Creativity*.

She has received George Mason I/O Psychology distinguished alumni award in 2004, and UNO's graduate mentor award in 2007. She has received the designation of fellow from the American Psychological Association based on her research. She has received UNO's college of Arts and Science excellence in research award in 2013, UNO Award for Distinguished Research and Creative Activity (ADROCA) in 2014, and the Nebraska University System Award for research in 2017.

Creativity and leadership: What do we know about creative leaders and leading for creativity

Creativity in organizations is a complex phenomenon that relies on multiple aspects at the individual, team, and organizational level. Leaders have been viewed as particularly important in shaping individual and team level creativity and innovation. One of the most important tasks facing leaders today is to lead their teams as they solve important and complex problems ranging from technical problems to interpersonal problems, many that require creative solutions. In this presentation I will discuss how leaders can facilitate or hinder creativity of their subordinates as individuals and of the teams they lead. I will cover important factors that leaders can facilitate such as climate for innovation, provide emotional and social support. I will further discuss how leaders can influence the development of a team that is open, supportive, and positive so that individual and team creativity can flourish. Finally, I will provide some practical suggestions for how leaders can positively engage in effective team and individual development for creativity.

Designing opportunities for creativity in the workplace

This session is a moderated discussion about individual and team traits and skills for creativity at work, organizational climate for creativity and innovation, and training for creativity at work. We will start with the discussion of why creativity at work matters and demonstrate that creativity is important even outside industries of jobs traditionally considered creative (e.g., product design, marketing). The speakers will summarize key lessons from research on the creative process in both individuals and teams and discuss the role of problem identification, idea generation, and revision skills. We will show that creativity does not depend just on an individual, but is influenced by social processes in the organization – from emotional intelligence of supervisors and the climate they create to broader organizational support for creativity. Finally, we will offer strategies to teach creativity and show that training teams is likely to improve individual creativity, but that training only individuals might not translate into team creativity. After the introduction, we will invite audience to submit questions.

Moderator: Dr. Zorana Ivcevic Pringle, Yale Center for Emotional Intelligence, USA

Participants:

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Dr. Alexander McKay, Virginia Commonwealth University, USA