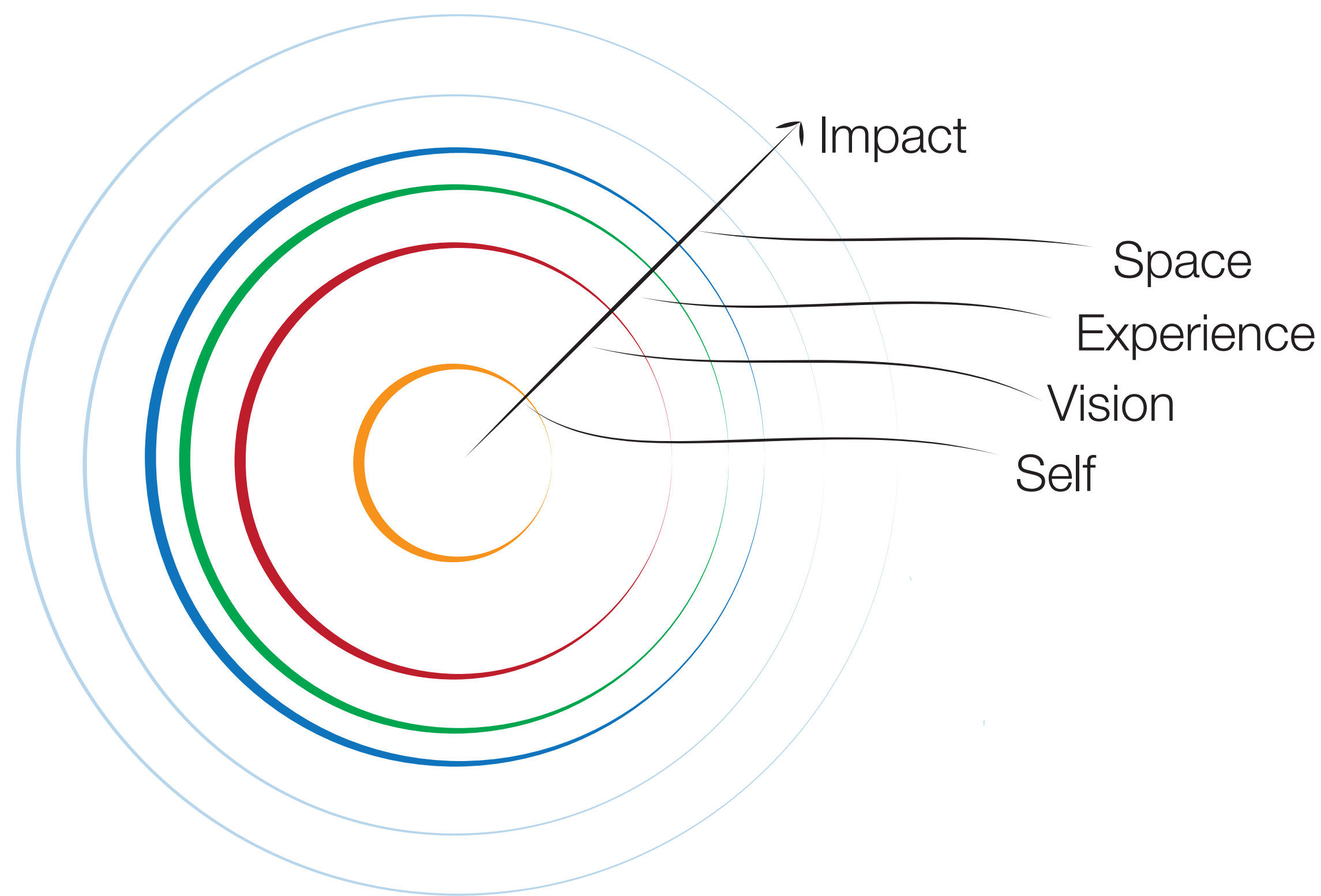


VISIONARY INNOVATORS

and their role in moving towards innovative companies

Large-scale organisations are recognising the importance of innovation to adapt to the dynamics of changing customer preferences, technological developments, competition and economic turmoil. However, leading innovation in the environment of large-scale organisations can be challenging. Therefore, leadership that understand the urgency of a rapid response and possess the know-how to enable realisation of such innovations is required. The graduation project provides empirical findings of eight visionary innovators; individuals who aims to create organisational change to foster innovation.



1. What are the attributes of the visionary innovators that make them effective in leading change towards innovation in largescale organisations?

These attributes are traits, organisational and political know-how, a guiding vision and space to realise their vision. Specifically, based on the traits of the visionary innovator these individuals are characterised to be holistic thinkers, daring challengers, smart connectors and pragmatic doers. The combination of these traits are what characterise the visionary innovator's ability to switch between discovery of innovation opportunities and rapid realisation of innovations.

2. How can the visionary innovator be aided in leading change towards innovation in largescale organisations?

An increasing number of roles and responsibilities present themselves to the visionary innovators as the change they have set in motion spreads throughout the organisation. To increase their impact, the visionary innovators expand their teams. As a result, the visionary innovator is increasingly busy and it becomes challenging to fulfill the different roles of the visionary innovator. A design of a dashboard is proposed to aid the visionary in fulfilling his/her roles succesfully in providing quick insights into the status of each role. The aim of the design is to provide a focus for the visionary innovator such that scarce time can be used effectively and efficiently to empower the team to innovate.

‘Visionary leaders across every kind of business are waking up to new possibilities, ones that blend the best of general management with the emerging discipline of entrepreneurial management.’
(Eric Ries, 2017)



Tyrtza Hogewoning
Visionary Innovators
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Strategic product design

Comittee
Dr. Christine de Lille
Ir. Barend Klitsie
TU Delft