PhD project title
Leading for creativity and innovation

Supervisors
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Research centre
IWP

Project description
The effect of leaders and the leadership process on individual and team creativity can be either positive (facilitative) or negative (inhibitive). For instance, Zhang et al (2011) find that teams with authoritarian leaders tend to be less creative, while teams with transformational leaders more. Similarly, some leader behaviours are associated with positive outcomes relating to creativity (e.g. forgiving, rewarding), while others with negative (e.g. punishing, manipulating) (Li et al., 2015). Factors relating to leadership processes have also been identified as having an impact on creativity, with leader-follower relationship quality dominating the literature as the main factor being studied consistently and found to affect creativity (Atwater, 2009; Gu et al., 2013; Volmer et al., 2011). Although the empirical evidence on the effects of leadership on creativity is still sparse, much of it points in the direction that the relationship between the two factors is complex, with various boundary conditions (e.g. creative self-efficacy, job autonomy) and mediators (e.g. communication, trust, knowledge sharing) at play. In order to better understand the relationship between leadership and creativity a more holistic and systematic evaluation of individual, team and organisational factors is vital.

The project will build and test an interpretive theoretical model on the role of leaders and leadership for individual, team and organisational creativity and innovation.

PhD candidate profile
The PhD candidate should meet the following requirements:

- Be enthusiastic, well-organised and have good inter-personal skills.
- High motivation and a keen interest in the research area.
- A first degree that is equivalent to a UK classification of upper second class honours or above. In addition, a good masters level qualification of merit or above, with a minimum of 60 per cent in the dissertation, research project element or equivalent experience. We also accept an MBA from an accredited school where the candidate can demonstrate that a significant research element has been undertaken. For further information on entry requirements, please see: http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply

Duration and start dates
Full or part time study for 3 or 6 years is available, and remote location study is also possible. We have two start dates a year for PhD students. Our preferred start date is 1 October, however we do recognise that not everyone will be able to commence studies at that time, so we also offer a second start date of 1 February. If you are unable to start in October or February, it may be also possible to start your PhD at a different time of the year.
Closing date for applications
Applications will be considered until a suitable candidate has been identified. For the 1 October start date, a full application must have been received by 15 July. For 1 February start date, a full application must have been received by 15 November.

How to apply
See http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply for full details of how to apply

For an informal discussion about this opportunity, please contact Anna Topakas at a.topakas@sheffield.ac.uk, or Kamal Birdi at k.birdi@sheffield.ac.uk.