

The Impact of the Leader on Group Innovative Behavior and Creative Process: take the Performing Arts Association as...

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ABSTRACT

Creativity is the soul of performing groups. Good works are only possible with creative sparkles. Leadership, solidarity, communication methods and member diversity are all key factors that influence creativity. Most of the influential factors are, in fact, subject to the influence of leaders. This paper aims to explore the influence of leaders over group creative behaviour and creative processes, with in-depth interviews, case studies and literature reviews. A number of different types of performing groups are selected, including A Drama Group and B dance group. A is the first and only professional drama group in Taoyuan County. It combines theatre, classical music and pop music in its performances. B is deemed as a leading performing group in the Greater China area with its introduction of local elements. This paper samples these two representative groups and performs an analysis on both with in-depth interviews and data collations. The research results are as follows: 1. Observations on creative expressions of performing groups: (1) Brilliant groups often come up with unique and creative ideas by combining the life experience of performers and social backgrounds. (2) Performing group leaders encourage different creative ideas, making it easy to observe internal motives of creativity from members. (3) With familiarity and trust as a key concern among members, the majority of performing groups recruit from the people they have worked with before. This allows them to reduce the time and cost associated with communication and to spend more time on creation. 2. Inspirations to the creative process of performing groups: (1) The history of cooperation with group members is relevant to their involvement in creative processes. (2) Decision-making power is integrated with intellectual property rights, with solid domain knowledge as the foundation of creativity. 3. Observations on leaders (1) Most of the leaders in performing groups grow up in highly supportive families. Their environment and educational background have equipped them with strong curiosity and astute observation. (2) Leaders of performing groups have conflicting personality traits. However, they can strike a delicate balance between two extremes. (3) If the leaders of performing groups have more than two specialities, they can communicate and integrate with professionals in different domains and drive the diversification of group developments. This paper intends to gain an understanding of the characteristics of performing group leaders and the working of performing groups by delving into how leaders influence creative behaviour and creative processes of their groups. It is hoped that the research findings can serve as a reference to performing groups and inspire richer and better creative works.

Keywords : leaders、performing groups、creative process、divergent thinking

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