
APS1012 Management of Innovation – Final Team Projects, Summer 2012**Leadership Traits of Innovation**

Engineers are often presented with opportunities to take leadership roles, however, some individuals lack the skills to succeed in these types of careers. It is important that engineers embarking into leadership positions understand which skills they should focus on building or improving.

The traits of engineers and leaders are investigated by first reviewing the literature, then examining four pivotal leaders in innovation today: Bill Gates, Andrew Mason, Amancio Ortega Gauna, and Eric Schmidt. The case studies show whether these leaders' skills align with what is found in the literature, and reveal additional important factors. While the four leaders each exhibit a number of "typical" traits, there are certain key findings that engineers seeking leadership roles should understand. In addition to creating a solid vision, commanding a presence and acting as a motivating force, the cases highlight the need to place an emphasis on the important "soft traits" of leadership, recruiting the right talent, and encouraging a free creative environment.