

"A man is  
great by  
deeds, not by  
birth"  
-Chanakya

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**Unlocking the Ambidexterity of Innovative work behaviour:  
Role of psychological ownership and Ambidextrous Leadership**

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## **Unlocking the Ambidexterity of Innovative work behaviour: Role of psychological ownership and Ambidextrous Leadership**

### **Abstract:**

I conceptualize and propose that innovative work behaviour in an organization at the individual level is very complex and ambidextrous in terms of demands. We suggest building on Pierce's (2008) work that psychological ownership is the underlying mechanism in the conversion of ideas to their implementation stage. Additionally, we identify that it is the contingency force of ambidextrous leadership that act as a crucial antecedent of the IWB process. We argue this by criticizing previous inconsistent correlations of IWB with different leadership styles while advancing IWB literature with closing and opening behaviors of leaders as broader predictors. An experimental design has been proposed to carry out the study in addition to a survey-based approach.

**Keywords:** Ambidextrous Leadership, Psychological Ownership, IWB



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