

55 Title	Transforming a Nonprofit Work Environment for Creativity: An application of concept mapping
Author	Kristina Jaskyte, Christina Byerly, Amanda Bryant, Julianna Koksarova
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Abstract	<p>As many nonprofit organizations struggle to maximize the use of their resources while simultaneously handling more complex social problems, creativity becomes especially important. It is the necessary first step required for innovation, which provides agencies with the upper hand in many areas of organizational management. It has been suggested that certain work environments can contribute to increased levels of creativity. So it is important that the managers of nonprofit organizations have tools that allow them to develop a work context that enhances employee creativity. This article presents a study where one such tool—concept mapping—was used in the process of transforming a work environment. Qualitative and quantitative data showed that the transformation efforts contributed to major changes in the organization's culture, leadership's attitudes and behaviors, coworker relationships, and the physical work environment, which in turn contributed to positive organizational outcomes.</p>