

Transformational Leadership and Organizational Innovation: A Meta-analysis

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Abstract. This study explores the role of transformational leadership in fostering organizational innovation. By conducting a meta-analysis of existing literature, the research identifies key leadership behaviors that significantly impact innovation outcomes. The findings suggest that transformational leaders, through vision articulation and individualized support, enhance employees' creativity and willingness to innovate. These insights have practical implications for organizations seeking to foster a culture of innovation.

Keywords: Transformational Leadership, Organizational Innovation, Meta-analysis, Leadership Styles, Innovation Culture

Introduction

Management scholars have long been interested in the relationship between leadership styles and organizational outcomes. Transformational leadership, characterized by the ability to inspire and motivate followers, has been particularly emphasized in the context of innovation. This study synthesizes existing research to explore how transformational leadership influences organizational innovation. By leveraging a meta-analytic approach, the research highlights the mechanisms through which transformational leaders encourage innovative thinking within their teams. It also outlines practical implications for managers looking to cultivate a more innovative organizational environment.

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