

The Impact of Leadership Styles on Organizational Innovation

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Abstract. This article explores the relationship between different leadership styles and their impact on fostering innovation within organizations. The study examines transformational, transactional, and laissez-faire leadership styles, analyzing their effectiveness in encouraging innovative thinking and behavior among employees. The findings suggest that transformational leadership significantly boosts innovation, while transactional leadership has moderate effects. Laissez-faire leadership, on the other hand, tends to hinder innovative efforts. The implications of these findings are crucial for organizational leaders seeking to enhance innovation and maintain competitive advantage.

Keywords: Leadership, Innovation, Transformational, Transactional, Laissez-faire

Introduction

Leadership styles play a pivotal role in shaping an organization's culture and capacity for innovation. This study delves into the nuances of how transformational, transactional, and laissez-faire leadership styles influence the innovative capabilities of organizations. By employing a mixed-methods approach, the research highlights the direct and indirect pathways through which leadership can stimulate or stifle innovation. A comprehensive survey conducted across multiple industries provides insights into how leadership behaviors correlate with innovation outcomes. The study underscores the importance of adopting a leadership style that aligns with the organization's innovation goals.

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