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Transformational leadership, Innovation and organisational learning

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ABSTRACT

Massive, all-encompassing changes are taking place in the political, economic, and social spheres of life across the world these days. Recent advances within the Abu Dhabi petrochemical corporation, which is part of the oil sector, may be linked to the rapid changes that are taking place in such a dynamic, worldwide context. Within that framework, Innovation is critical, particularly in the oil industry, which is responsible for supplying services and products that improve different aspects of life (Payandeh and Mortazavi, 2020). Within organisations, leadership has been identified as a critical aspect, and it is viewed as a catalyst for the management of people in the oil industry in order for them to be more inventive (Olayisade and Awolusi, 2021). It is also vital that the leaders of such organisations acquire the specific abilities that will enable them to encourage and assist staff in thinking critically and solving difficulties.

The process of idea creation is therefore stretched towards innovation production, and, as a result, a transformational leadership style has gotten more attention in recent years, with it being defined as a key engine to accelerate the wheel of Innovation (Sattayaraksa and Boon-itt, 2018). Organisational learning capability has also been regarded as a critical asset. Furthermore, comparative advantage is maintained by organisational learning capability since it allows organisations to achieve superior positions amongst their competitors, and it is critical to the improvement of Innovation (Rezaei, et al., 2018). Previous research has also revealed that transformational leadership is a style that has a favourable impact on the overall creativity and organisational learning capabilities (Khan and Khan, 2019).

KEYWORDS

Leadership styles, Transformational leadership, Innovation and organisational learning

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