

The College of Graduate Studies and the College of Business and Economic Cordially Invite You to a

DBA Dissertation Defense

Entitled

Investigating Leadership behavior Spawning Innovation Performance in UAE's Telecommunication and ICT Industry

by

Ali Abdalla Saeed Khalfan Alnaqbi

Faculty Advisor

Dr. Maqsood Ahmad Sandhu, Department of Business and Economic

College of Business and Economic

Date & Venue

1:00 pm

Thursday, 20 February 2020

Room 2021, Building H3

Abstract

Purpose: The significance of leadership behaviors by creating climate for innovation to support individual creativity within innovation performance. The purpose of this study is to investigate the association between transformational and transactional leadership behaviors, climate for innovation, individual creativity and innovation performance. Additionally, this study explored the mediation role of climate for innovation' perceptions of a supportive for individual creativity.

Design/methodology/approach – Data were collected online from 139 staff and leadership who were working in various ICT and Telecom industry in UAE, a developing country and using SLP- SEM to analysis data.

Findings – The results of this study revealed positive and significant relationships between

Transformational and Transactional leadership and climate for innovation and individual' creativity and innovation performance.

Also, the findings indicated employees' perceptions of a supportive climate for innovation mediation the transformational and transactional leadership, individual' creativity relationships.

Practical implications – Organizations should invest in transformational and transactional leadership training and in the selection of leaders with this leadership style if their aim is to foster and enhance individual' creativity and support innovation performance. They also should invest in organisational climate improvement in order to provide a dynamic platform for being creative and innovative in the workplace.

Originality/value – This study is one of the first to investigate the following relationships in a

Telecom and ICT organization in the developing country, UAE: the associations between transformational and transactional leadership and employees' sense of creativity and innovation performance and the impact of employees' perceptions of a supportive climate for innovation.

Keywords: individual creativity, Climate for innovation culture, innovation performance, Transactional leadership, Transformational leadership, ICT, Telecom and Innovation.