

# Leadership and Innovation in the Garment Industry of Sri Lanka

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## **Abstract**

This paper aims at exploring how transactional and transformational leadership influence innovation in organisations, and the role of climate in terms of support for innovation on this process. The study reviewed extant literature on transactional and transformational leadership and innovation in organizations, and follows a qualitative multiple case study approach. Findings support a positive influence of transactional and transformational leadership on innovation and further denote the impact of climate as support for innovation. Emergent findings discuss the importance of a higher-level leader in relation to formation of climate, thereby reflecting on possible directions for future studies and implications.

**Key words:** Innovation, Transactional leadership, Transformational leadership, Climate support for innovation, Sri Lanka.

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