

Influence of Innovative Leadership on Organizational Performance of Vocational Training Institutions in Kisumu County, Kenya

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Abstract

Purpose: The study examined effect of leader creativity and networking capabilities on organizational performance of vocational training institutions in Kisumu County.

Methodology: A descriptive design was adopted under which 28 organizations represented the units of analysis while 252 management staff represented its units of observation. A sample size of 154 was created from which 154 respondents were contacted. A structured questionnaire was designed and its validity and reliability was confirmed after conducting a pilot study. The data was analysed using descriptive, correlation and multiple linear regression statistical analysis was performed at the 95% confidence level.

Findings: There was a positive linear association between leader creativity ($r=.612$, $p < .001$) and explained 43.5% of the variance ($R^2 = 0.435$). Leader creativity ($\beta = 0.375$, $p < .001$) and leader networking ($\beta = 0.291$, $p = .008$) both had significant positive effects, with creativity being the stronger predictor.

Unique contribution to Theory, Practice and Policy (Recommendations): This research recommends for the government agencies in vocational training to assess creativity capabilities of those applying for leadership and management positions in TVETs. This study recommends for TVET leaders to actively pursue and engage in networking activities to sense strategies they can use to improve performance from the private sector and other vocational training institutions. This study advances theory, practice, and policy in TVET by demonstrating that leader creativity and networking significantly enhance organizational performance. It validates transformational leadership theory and extends boundary-spanning leadership theory within the education sector. Practically, it highlights the need for leadership development programs that foster innovation and external collaboration. For policy, the findings advocate integrating leadership creativity and networking into TVET regulations, accreditation standards, and resource allocation strategies, thereby strengthening institutional capacity, improving performance, and promoting sustainable educational outcomes.

Keywords: Innovative Leadership, Organizational Performance, Leader Creativity Leader Networking, Technical Training, Vocational Education