

## **Abstract**

Leadership plays a critical role in driving innovation and organizational change in healthcare settings, where evolving challenges demand continuous adaptation. This mixed-methods study explores the relationship between leadership styles and the successful implementation of innovative practices in healthcare organizations. By combining quantitative data on organizational performance with qualitative interviews from healthcare leaders and staff, the research provides a comprehensive analysis of how leadership fosters or hinders innovation within healthcare institutions.

The quantitative analysis focuses on key indicators of organizational change, such as the rate of innovation adoption, staff engagement, and improvements in patient care outcomes. The results suggest that transformational leadership is positively associated with higher levels of innovation, fostering an environment of creativity, collaboration, and proactive problem-solving. In contrast, more traditional or transactional leadership styles show weaker links to innovation, particularly in environments with limited resources or resistance to change.

Qualitative interviews with healthcare leaders, clinicians, and administrative staff offer further insights into the organizational dynamics that support or obstruct innovation. The findings highlight the importance of leadership qualities such as vision, communication, and adaptability in overcoming barriers to change. This study concludes by offering recommendations for healthcare organizations to cultivate leadership styles that encourage innovation, with a focus on training, empowerment, and creating a culture of continuous improvement.