



Does Mainstreaming Board-Level Leadership affect Employee Performance?

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Abstract

Leadership is a determinant of the success or failure of any organization. A leader is an individual who induces others and guides them to execute particular duties and to give their best towards achieving the desired goals. Leadership style is a pattern and approach of providing guidance, implementing plans, and motivating people. The role of a leader is critical for the survival and progress of an organization. Leadership helps in developing the organization's objectives, values, and vision. Besides the leadership style of top management, there are the roles of Board of Directors that have a significant impact on organizational performance. The alignment between Board of directors' roles and top management leadership style should be taken into consideration because ineffective coordination between them will influence the organizational performance.

Keywords: Leadership, mainstreaming, employee performance