

A conceptual framework on the role of leadership empowerment in creating employees' creativity in entrepreneurial firms

ABSTRACT

Creativity has always been acknowledged in the entrepreneurship literature as a crucial element that differentiates entrepreneurs from non-entrepreneurs. By being creative, it means that entrepreneurs will have the ability to create something new and innovative which can give a good financial return to their business and gain competitive advantage over their competitors. As such, it becomes the main concern of entrepreneurs to inculcate creativity within their entrepreneurial firms. Although creativity is too elusive and could be difficult to be managed, entrepreneurs as leaders of their firms can influence the creation of creativity among their employees. It is believed that a leader of an organization acts as a catalyst who creates and manages an environment that can encourage and stimulate the creativity of employees. Within the theory of leadership, it is acknowledged that empowering leadership is relevant in influencing employees' creativity. Thus, this paper intends to critically analyze relevant literature and propose a conceptual framework on leadership empowerment and its influence on employees' creativity.