

Impact of leadership development in improving workplace communication and working environment

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Abstract

This research examines how leadership development programmes may affect workplace communication and climate. Strategic leadership development investments are expected to grow as organisations realise the importance of leadership in navigating the current corporate landscape. The research will examine the complex relationships between leadership development, communication, and the workplace.

Studying the context and relevance of leadership development, including Situational Leadership and Transformational Leadership theories, is expected. Success will depend on leaders' adaptation to their teams' needs and preparedness and imaginative communication.

The research will also focus on active listening, dispute resolution, feedback, and ongoing development to enhance workplace communication. Leadership development is intended to be a strategic investment that promotes professional advancement, employee happiness, and work-life balance.

Leadership development programmes face organisational opposition and budget restrictions, but the research will recognise their merits. A comprehensive literature study will examine current academic papers to identify leadership development program-influenced transformational patterns. Researchgate, MDPI, ScienceDirect, and Google Scholar were searched for "leadership development" and "workplace communication." During data extraction, authorship, publication year, research methods, and findings were documented.

This study concludes that leadership development may shape organisational communication and the work environment, helping organisations navigate the changing business landscape.

Keyword: Leadership Development; Workplace Communication; Professional Growth; Workplace Environment; Leadership Theory

Introduction

Effective leadership affects several aspects of an organization's success. Leadership goes beyond administration to encourage, direct, and assist employees to achieve goals. Strong leadership is becoming more important in today's complex business world. Leadership affects employee engagement, productivity, and corporate culture.

In today's fast-paced and competitive market, organizations are realizing they must invest in leadership development. Leadership development programs strategically train and strengthen organizational leaders at various levels. These programs provide leaders the tools to overcome challenges, inspire innovation, and lead their teams to success. Leadership development has traditionally focused on management abilities, but its impact on workplace relationships is becoming more apparent (Barr, 2022).

Leadership development programs, workplace communication, and the workplace environment are examined in this research. Every company needs communication to share ideas, strategies, and expectations. Teamwork, organizational objectives, and a strong working culture depend on effective communication. More companies are implementing leadership development programs to enhance executive communication.

Organizational leadership affects the workplace. Open communication, mutual respect, and a shared purpose define a good workplace. Leadership development programs shape the environment by developing leaders who can build trust, diversity, and continuous progress. This study examines how leadership development programs change workplace communication and promote wellness (Why Communication Is Essential to Effective Leadership, 2023).

Leadership development's effects on workplace communication and the working environment will be examined in the following areas using current literature, case studies, and empirical research. This research integrates concepts from numerous sources to understand leadership development, effective communication, and the organizational environment. This analysis may help organizations improve their leadership methods and workplaces for long-term success.

Rational of the Study

In today's fast-paced, competitive business environment, leadership is key to success. Leadership development has become more important as people realize that flexibility and competence are needed to thrive in fast-changing circumstances. Leadership affects employee engagement, productivity, and corporate culture beyond managerial duties. This study examines the various processes by which leadership development programs affect leaders' talents, workplace communication, and the work environment. These variables are significant because they may help or hinder an organization's ability to adapt to change, stimulate innovation, and maintain a positive and efficient corporate culture (Special, 2023). As firms confront the challenges of the modern corporate world, this research examines the complex relationship between leadership development, effective communication, and the establishment of a successful work environment.

- ❖ How can leadership development promote workplace communication ?
- ❖ What are the leadership development improve work environment ?

Literature Review

The literature research will explore academic articles, books, and publications on the complicated relationship between leadership development, workplace communication, and the workplace. The study will examine leadership development's history, evolution, and significance.

Leadership Development and Workplace Communication

Leadership theories have had a crucial impact on the way communication operates inside businesses.

Situational Leadership Theory:

Situational Leadership Theory (SLT) is crucial to leadership development. Leadership is successful when a leader can adjust to their followers' demands and readiness levels, according to this belief. SLT stresses that leaders must have various communication abilities in the workplace. Leadership development programs informed by SLT include courses that enable leaders to change their communication styles (Home, 2010). These SLT-inspired programs allow leaders to adapt communication difficulties to their teams' preparedness and maturity. By using SLT concepts, leaders learn to customize their communication to each scenario, ensuring that messages are clear and resonate. Through adaptive communication, leaders create a more responsive and engaged team, boosting company performance (Mazzetti, & Schaufeli, 2022).

Transformational Leadership Theory

Transformational Leadership Theory (1985) has drastically changed leadership development by emphasizing a leader's ability to inspire and drive subordinates to greatness. This idea emphasizes the importance of communication skills in creating a compelling vision and a shared purpose.

According to Khan, et al., (2020), states that transformational leaders communicate well. These leaders inspire and provide vision beyond transactional communication. Transformational leadership theory-inspired leadership development programs emphasize transformational communication abilities.

Leadership development programs based on Transformational Leadership Theory modify communication styles. Leaders in such programs communicate better, promoting workplace transparency, openness, and cooperation. By communicating a compelling vision and developing a shared purpose, leaders create an atmosphere where communication drives creativity, engagement, and organizational success. The principles of Transformational Leadership Theory emphasize the importance of leadership growth, communication skills, and workplace culture.

Active Listening and Conflict Resolution

Effective workplace communication is improved by leadership development programs that include active listening and dispute resolution. This present study shows that these factors influence competent communicators and collaboration. Leaders and teams learn more about each other via active listening, minimizing miscommunication and enhancing organization-wide collaboration (Johansson, 2018). Conflict resolution courses teach leaders how to resolve workplace challenges, promoting peace and communication. Leadership training that includes active listening and conflict resolution improves communication and organizational performance. These include inclusivity, trust, and workplace resilience. Leadership development programmes foster an organisation where excellent communication and conflict resolution are essential to long-term success by improving these communication abilities.

Feedback Mechanisms and Continuous Improvement

Leadership development programs prioritize feedback and continual growth to create successful two-way workplace communication. The feedback loop is essential to workplace communication dynamics, promoting organizational progress. Leadership development programs recognize this and include courses that teach leaders to provide constructive criticism.

These programs stress feedback and foster corporate continual development. Results found that such approaches alter organizations and benefit leaders (The Handbook for Student Leadership Development, 2023). These firms strengthen feedback procedures, establishing a culture where feedback loop insights drive iterative communication improvements. Leadership development, feedback systems, and continuous improvement work together to create an organizational culture where communication adapts to changing workplace demands and problems. Leadership development programs provide a communicative atmosphere where constructive criticism leads to excellence and continual improvement is embedded in the business.

Leadership Development and Work Environment Improvement

Leadership development shapes an organization's work environment, which is crucial to its success. The complex web of organizational dynamics makes leadership development factor integration a crucial process that affects many aspects of workplace performance. This section examines how leadership development programmes enhance workplaces.

As to Kusumadewi, & Sudja, & Sujana, (2018) states every organisation consistently endeavours to enhance the productivity of its personnel with the expectation of attaining the company's objectives. The work environment encompasses the work system, job design, working circumstances, and interpersonal treatment by managers and co-workers.

However, Surji & Rrt, (2014) claims that the working environment of a company consists of several aspect leadership style, professional growth, communication, work-life balance, employee satisfaction, incentive schemes, and organisational performance. Any component of the workplace that is ignored could harm the whole company, resulting in lower production, profitability, and employee morale.

Professional Growth and Employee Satisfaction

Leadership development programmes are essential to employee professional progress and matching individual development with organisational goals. Kusumadewi et al. (2018) said that organisations are always looking for ways to boost staff productivity, and leadership development is a key strategy. These programmes go beyond leadership training to provide staff skill development, career promotion, and mentorship. Targeted training helps individuals develop technical and soft skills for leadership and teamwork. In the mentorship programme, experienced leaders help their mentees improve professionally (Willett et al., 2023).

Leadership development programmes increase work satisfaction due to their varied effects. Job satisfaction rises when employees believe their companies care about them. happy energy spreads throughout the workplace, creating a happy and fulfilling environment.

Leadership development programmes also promote ongoing learning and personal growth in the organisation. Actively seeking advancement makes employees more adaptive, resilient, and engaged (JOSSO 2 by Atricare, 2023). Continuous development improves individual employees and boosts workforce competency, improving the organisational work environment. Leadership development programmes boost job happiness, encourage learning, and create a vibrant, pleased workplace.

Communication Enhancement

Communication is the foundation of a successful workplace, and leadership development programmes help strengthen it. These programmes emphasise the significance of clear, relevant, and skillful communication in organisational performance, influenced by Communication Competence Theory and other communication frameworks.

Leadership development programmes teach leaders to handle communication in varied and complicated workplaces (Communication & Amp, 2021). Leaders learn to express their ideas effectively, read communications properly, and change their communication styles to appeal to different organisational audiences by emphasising effective communication.

Leadership development programmes emphasise straightforward communication, which promotes organisational transparency. When leaders clearly communicate objectives, expectations, and problems, people feel informed and engaged. This transparency fosters trust and openness, important for a healthy workplace.

Improved communication fosters teamwork and cooperation. Effective leaders who communicate goals and encourage open discussion help team members collaborate. Improved communication fosters creativity, problem-solving, and organisational ownership by exchanging varied viewpoints (8 Essential Leadership Communication Skills | HBS Online, 2019).

Improving communication skills leads to a more inclusive and collaborative workplace. Leaders who communicate well foster open debate, mutual understanding, and organisational success. Thus, leadership development programmes that emphasise communication competence help create an inclusive, collaborative, and pleasant workplace culture.

Work-Life Balance and Organizational Performance

Leadership programmes improve work-life balance as well as professional abilities. Work-life balance is important since a healthy work environment depends on employee happiness and harmony. Contemporary organisational tactics emphasise this balance, therefore leadership development programmes are changing to include appropriate techniques.

Work-life balance is being included to leadership development programmes to meet worker demands. These programmes provide executives the skills to create a culture that appreciates people's personal lives and careers. Leadership training emphasises setting realistic goals, respecting team diversity, and creating flexible work arrangements where possible.

The focus on work-life balance in leadership development reduces employee burnout (Amdur, 2020). By acknowledging and accommodating team members' personal responsibilities, leaders create a better, more sustainable workplace. Employment satisfaction increases when employees feel supported in managing their professional and personal duties, encouraging loyalty and dedication to the company.

Boosting individual well-being boosts organisational performance. Lower burnout and improved job satisfaction boost employee engagement and productivity. Prioritising work-life balance via leadership development helps organisations recruit and retain top talent, generating a positive feedback loop that benefits individuals and the organisation. Integration of work-life balance into leadership development programmes is a strategic investment that boosts employee happiness and organisational performance (Organizational & Leadership Communication, 2023).



(Figure 1: Factors Working Environment)

Challenges and Consideration

Leadership development programmes have many benefits, but implementing them is difficult. Organisational change resistance is a major issue. Many employees and leaders are used to their current habits, thus new leadership development initiatives may be received with resistance. This reluctance may be overcome by communicating clearly, explaining the program's goals, and showing actual advantages to people and the organization.

Another major issue is resource restrictions. Comprehensive leadership development programmes need money, time, and organisation. Limited resources may limit programme deployment and impact. To optimise resources and balance programme effectiveness and resource restrictions, rigorous planning, prioritisation, and creativity are needed (Brown, 2023).

Lack of connection between leadership development and organisational goals can also hinder performance. If these programmes' substance and focus differ from the organization's strategic goals, their beneficial influence on the workplace may be diminished. To match leadership development with organisational goals, frequent evaluation, feedback loops, and strategic modifications are needed.

Leadership development programmes must address these issues to improve the workplace. Change management, resource allocation optimisation, and constant alignment with organisational goals are necessary to overcome obstacles and ensure that leadership development improves organisational culture and work environment (Çakır & Adıgüzel, 2020).

Methodology

The present study utilised a systematic literature review approach to thoroughly examine the complex interplay between leadership development, workplace communication, and work environment enhancement. The selection process for participants was limited to scholarly articles published in the English language and within the past decade, which examined the effects of leadership development on communication in the workplace and the work environment as a whole. A methodical exploration was conducted across esteemed scholarly databases, including Researchgate, MDPI, ScienceDirect, and Google Scholar, employing specific keywords including "leadership development" and "workplace communication." Documentation of critical information, such as authorship, publication year, study methodology, and conclusions, was an integral part of the data extraction process.

Priority was given to studies that possessed strong research designs in accordance with rigorous review criteria. The objective of the results synthesis was to discern patterns and trends that would facilitate an insightful examination of the interconnections among leadership development, productive communication, and a positive work environment. The aim of this methodology is to provide a thorough and empirically supported comprehension of the impact of leadership development in improving workplace communication and working environment.

Results/Findings

A thorough literature analysis on leadership development, workplace communication, and the work environment revealed subtle findings that demonstrate leadership programmes' transformational influence on organisational dynamics. The study results illuminate the complex links between leadership development activities and workplace communication and environment.

The results show that leadership development programmes based on Situational Leadership Theory (SLT) help leaders change their communication approaches (Luthra, 2015). The study shows that leaders may modify their messages to their teams' readiness levels, resulting in better, more resonant communication. The study shows that SLT-inspired programmes help leaders manage varied communication issues and adapt to their teams' maturity levels, improving organisational performance.

The study also shows that Transformational Leadership Theory-based leadership development programmes change. According to the results, these programmes emphasise the importance of communication skills in creating appealing ideas and promoting transparency and cooperation beyond transactional techniques (Banwart, 2020). According to study, transformational leaders inspire teams to greatness using visionary communication. This method improves workplace communication and fosters a good, collaborative workplace.

The study shows that Communication Competence Theory guides leadership development programmes to improve leaders' communication skills. These courses teach complicated workplace communication skills. According to studies, executives who complete Communication Competence Theory-aligned programmes communicate clearly, appropriately, and skillfully, improving organisational communication dynamics.

The study also emphasises the importance of active listening and conflict resolution in leadership development. The study shows that active listening minimises misunderstanding and conflict resolution courses improve workplace communication, peace, and problem-solving. Leadership development skills promote innovation, problem-solving, and organisational ownership in a collaborative and communicative workplace (Chugh, 2023).

The study highlighted feedback mechanisms and continued development. Research shows that leadership development programmes prioritise the feedback loop because it promotes organisational advancement and adaptive communication. The results show that organisations with strong feedback mechanisms, developed via leadership development, can better handle changing workplace expectations.

The study reveals that leadership development programmes include skill development, career advancement, and mentoring beyond management competencies. This comprehensive approach boosts job satisfaction and fosters a supportive, engaged environment.

According to the study, leadership development programmes often include work-life balance techniques (Organizational Communication and Leadership, 2023). These programmes teach executives how to foster a culture that values personal and professional life in response to current organisational trends (Leadership and Communication Courses, 2023). Work-life balance is essential to decreasing employee burnout, improving job satisfaction, and improving organisational success.

The study finds leadership development programmes difficult to execute, despite their advantages. Employees and executives used to their routines oppose change, making it difficult. The results stress the necessity of clear communication, programme objectives, and real benefits to overcome opposition and achieve programme implementation (Arendt et al., 2019).

Comprehensive leadership development programmes also face resource limits. The study emphasises that these projects need substantial time, money, and organisational commitment. Optimising resources and balancing programme efficacy with restrictions requires strategic planning, prioritisation, and inventiveness.

The study shows that leadership development programmes must support organisational objectives (Eagles Flight, 2023). A lack of link between programme content and strategic organisational goals might reduce workplace communication and environment benefits. Frequent assessment, feedback loops, and strategic changes are needed to align leadership development with organisational objectives. The study shows that these programmes may change adaptive communication, cooperation, and workplace success. Leadership development is crucial to developing resilient, communicative, and effective organisations, despite obstacles.

(Table 1: Research' Findings and Result)

(Source: Self-Made)

Questions	Findings
How can leadership development promote workplace communication?	SLT enhances communication flexibility. Leaders customise communication to team maturity and preparation, making it clearer and more successful (Luthra, 2015).
	Communication skills help establish a compelling vision and shared purpose in Transformational Leadership Theory training. Open and collaborative workplace communication is promoted (Banwart, 2020; Khan et al., 2020).
	Leadership training improves communication using Communication Competence Theory. These curricula teach complicated workplace communication skills and encourage straightforward communication for organisational transparency (Chugh, 2023).
	Leadership development courses increase workplace communication via active listening, conflict resolution, and ongoing improvement. Active listening decreases misconceptions, whereas conflict resolution courses foster peace and problem-solving (Johansson, 2018; Chugh, 2023).
What are the leadership development improve work	Leadership development improves career, job satisfaction, and work-life balance. Leadership training, mentorship, skill development, and career progression are offered by these programmes (Eagles Flight, 2023; Willett et al., 2023).
	Work-life balance is included into leadership development to satisfy employees. Programmes teach executives how to promote personal careers. Leadership training promotes realistic goals, team diversity, and flexible work (Eagles Flight, 2023; Organisational & Leadership Communication, 2023).
	Leadership Development boosts worker engagement.

environment ?	Continuous learning and self-improvement boost employee resilience, flexibility, and engagement (JOSSO 2 by Atricore, 2023 This makes work enjoyable.
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Conclusion

In conclusion, the study has shown how leadership development programmes shape workplace communication and the work environment. The results show that Situational Leadership, Transformational Leadership, and Communication Competence programmes improve leaders' flexibility, communication skills, and organisational dynamics. Active listening, conflict resolution, and continual development create a communication culture that encourages innovation, problem-solving, and ownership.

Leadership development improves professional progress, employee happiness, and work-life balance beyond communication, according to study. Integrating work-life balance initiatives improves employee well-being and organisational effectiveness. Successful implementation requires strategic methods to overcome organisational opposition and resource limitations.

The study suggests that leadership development programmes must be aligned with organisational objectives to provide a feedback loop and strategic changes for continued effectiveness. This broad knowledge makes leadership development essential for resilient, communicative, and effective organisations. Leadership development becomes a strategy and a requirement for long-term success as organisations traverse the challenges of the current business landscape, where flexible communication and a happy work environment drive sustained greatness (Zorlu & Korkmaz, 2021). The study concludes that leadership development transforms modern organisations.

The study suggests that leadership development must be examined in light of new problems and technology. Integrating AI, VR, or novel learning methods into leadership programmes may help optimise training. Additionally, longitudinal research on leadership development's long-term effects on organisational performance and employee well-being would help explain its advantages.

In conclusion, present research illuminates the environment, but future research should investigate new methods, address growing difficulties, and customise leadership development to organisations' shifting requirements in a quickly changing world.

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