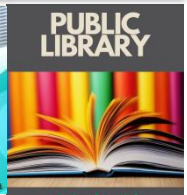

https://iphopen.org/index.php/bma
Online ISSN: 3050-886X Print ISSN: 3050-9327
original article
https://iphopen.org/
editor@iphopen.org

OPTIMIZING BUSINESS GROWTH THROUGH STRATEGIC LEADERSHIP: EVIDENCE FROM TEAM DEVELOPMENT, SUPPLY CHAIN MANAGEMENT, AND OPERATIONAL EFFICIENCY

FAUZIA A-CLOTTEY, PMP*
*Managing Director at Produkts Ghana Limited

***Corresponding Author:** Fauzia A-Clottey, PMP

Abstract
This study investigates the role of strategic leadership in optimizing enterprise-level business growth through its integrated influence on team development, supply chain management, and operational efficiency. Adopting a quantitative cross-sectional research design, data were collected from mid- to senior-level professionals across organizational units involved in performance monitoring, procurement strategy, and operational workflow management. Strategic Leadership Quality was examined as the primary independent variable, while team development, supply chain effectiveness, and operational efficiency were analyzed as mediating enterprise subsystems influencing business growth outcomes such as revenue growth rate, cost efficiency, customer retention, and productivity improvement. Regression analysis revealed that all three mediating variables significantly contributed to enterprise growth, with operational efficiency emerging as the strongest predictor. Random Forest modelling further indicated that leadership-driven performance governance mechanisms play a dominant role in enhancing organizational productivity and scalability. Cluster classification of enterprises demonstrated that organizations exhibiting higher leadership alignment consistently achieved superior growth trajectories. The findings highlight the importance of leadership-centered integration of human capital development, logistical coordination, and operational execution frameworks in driving sustainable business performance. The study contributes empirical evidence supporting the adoption of strategic leadership models as a catalyst for long-term enterprise growth in dynamic and performance-driven organizational environments.

Keywords: Strategic Leadership, Business Growth, Team Development, Supply Chain Management, Operational Efficiency, Enterprise Performance, Revenue Optimization, Performance Governance

DOI:-10.5281/zenodo.19603152 **Manu script # 436**

Introduction

The growing importance of strategic leadership in driving enterprise-level business growth

In today's highly volatile and competitive global business environment, organizational growth is no longer determined solely by market positioning or capital investment, but by the effectiveness of leadership in aligning people, processes, and performance systems (Nasrallah & El Khoury, 2022). Strategic leadership has emerged as a critical enabler of sustainable business growth, particularly in organizations that operate across complex operational ecosystems involving human capital development, supply chain coordination, and performance-driven execution frameworks (Arifin et al., 2023). As enterprises increasingly adopt data-driven decision-making models to remain competitive, the role of leadership in fostering team capabilities, streamlining operational workflows, and ensuring adaptive supply chain responsiveness becomes fundamentally important (Onaghinor et al., 2022). Strategic leadership not only facilitates organizational agility but also enhances decision-making efficiency by integrating cross-functional insights into long-term growth strategies (Ahmad et al., 2023).

The integration of team development as a foundational driver of organizational performance

Team development plays a pivotal role in shaping organizational outcomes, especially in environments that require collaborative problem-solving and adaptive performance management (Shuffler et al., 2018). Effective leadership ensures that team capabilities are continuously enhanced through structured learning pathways, performance monitoring systems, and feedback-driven improvement mechanisms. By cultivating a culture of accountability, innovation, and skill optimization, strategic leaders enable teams to operate with higher efficiency and reduced operational redundancies (Adepoju et al., 2022). This becomes particularly relevant in consultancy-driven and analytics-oriented organizational setups such as those often adopted in emerging enterprise models, including multi-domain research and strategy firms, where cross-functional collaboration between analytics teams, operational planners, and client relationship managers is essential for delivering measurable business outcomes. Consequently, leadership-driven team development becomes directly associated with productivity enhancement and long-term performance sustainability (Arshad et al., 2023).

The role of supply chain management in ensuring operational resilience and scalability

Modern business growth trajectories are significantly influenced by the ability of organizations to manage supply chain systems that are both resilient and responsive to dynamic market conditions (Irfan et al., 2022). Strategic leadership contributes to this by aligning procurement processes, logistics planning, inventory optimization, and vendor management practices with overarching organizational objectives (Basiru et al., 2023). Leaders who integrate predictive analytics, scenario modelling, and risk analytics into supply chain decision-making frameworks are better positioned to mitigate disruptions and ensure continuity in service delivery (John, 2019). This is especially crucial in enterprise ecosystems that operate in resource-sensitive environments, where logistical efficiency and procurement optimization directly impact operational output and financial performance (Oluwagbade et al., 2023). As such, leadership-led supply chain optimization becomes a key determinant of cost-effectiveness and scalability in growth-oriented organizations (Fernandes, 2022).

The enhancement of operational efficiency through leadership-led performance frameworks

Operational efficiency represents the functional backbone of any growth-driven enterprise, particularly in contexts where performance dash boarding, cohort analysis, and budgeting variance assessments are routinely employed to monitor progress and guide decision-making. Strategic leaders play an instrumental role in institutionalizing performance evaluation mechanisms that ensure optimal resource utilization while minimizing systemic inefficiencies (Ohemeng & Kamga, 2020). Through the adoption of structured operational frameworks, leaders are able to bridge the gap between strategic planning and execution, thereby enhancing throughput across multiple organizational units (Hassert, 2018). Furthermore, leadership-driven integration of financial oversight mechanisms and process optimization strategies contributes to improved service delivery timelines and enhanced client satisfaction levels (Halimuzzaman, 2022).

The need for empirical investigation into leadership-driven growth optimization

Despite the recognized importance of leadership in business performance enhancement, there remains a critical need for empirical studies that examine the integrated impacts of team development, supply chain management, and operational efficiency on organizational growth. Most existing research tends to evaluate these components in isolation, thereby limiting the understanding of their collective influence under a unified strategic leadership framework (Sweeney et al., 2019; Cortes & Herrmann, 2021). This study addresses this gap by investigating how leadership-driven alignment across human capital systems, logistical networks, and operational performance metrics contributes to measurable improvements in business growth outcomes. Through a structured analytical approach, the present research aims to provide evidence-based insights into the

mechanisms through which strategic leadership optimizes enterprise performance in contemporary business environments.

Methodology

The research design adopted to examine leadership-driven growth optimisation across enterprise systems

The present study employed a quantitative, cross-sectional research design to examine the influence of strategic leadership on business growth through its integrated impacts on team development, supply chain management, and operational efficiency. A structured analytical framework was developed to evaluate how leadership-driven alignment across organizational subsystems contributes to measurable performance outcomes. The design incorporated multi-dimensional enterprise variables commonly used in performance-driven consulting environments, enabling the assessment of leadership effectiveness across people management, logistics coordination, and operational execution domains. This approach is particularly aligned with data-intensive organizational ecosystems such as those implemented within analytics-oriented consultancy structures, where leadership-mediated coordination of cross-functional units directly affects enterprise growth metrics.

The selection of organizational units and sampling strategy across functional departments

Data were collected from a purposive sample of 120 mid- to senior-level professionals drawn from operational, supply chain, and team management departments across growth-oriented enterprises. These participants were selected based on their involvement in decision-making processes related to team performance monitoring, procurement strategy, and operational workflow management. Organizational units included project management teams, logistics coordination units, analytics divisions, and performance dashboarding departments to ensure comprehensive representation of leadership influence across business systems. The sampling framework ensured adequate coverage of individuals responsible for executing leadership-driven initiatives within strategic planning and performance optimization contexts.

The operationalization of independent, mediating, and dependent variables

Strategic leadership quality was considered the primary independent variable and was operationalized using composite indicators including leadership decision-making capability, cross-functional coordination, performance governance, and strategic planning effectiveness. Team development was measured as a mediating variable using parameters such as employee competency enhancement index, training participation rate, collaboration efficiency score, and performance feedback integration. Supply chain management effectiveness was assessed through procurement cycle time, inventory turnover ratio, vendor reliability index, and logistics responsiveness score. Operational efficiency was measured using process throughput rate, resource utilization ratio, budgeting variance percentage, and service delivery time reduction. Business growth, considered the dependent variable, was evaluated through revenue growth rate, cost efficiency index, customer retention percentage, and productivity improvement score.

The measurement instruments and data acquisition protocols for enterprise analytics

A structured Likert-scale questionnaire was developed to capture perceptions of leadership effectiveness and its functional impacts on organizational subsystems. Secondary performance data related to procurement timelines, financial variance reports, and operational dashboards were integrated to supplement primary survey responses. Data validation procedures included internal consistency testing using Cronbach's alpha coefficient, while construct validity was ensured through exploratory factor analysis. Performance indicators were standardized prior to analysis to minimize inter-variable variability and enhance interpretability across organizational units operating under diverse operational conditions.

The analytical techniques applied to evaluate leadership-performance relationships

Descriptive statistics were used to summarize central tendencies and dispersion patterns of leadership and performance indicators across sampled units. Principal Component Analysis (PCA) was employed to reduce dimensionality and identify dominant leadership-performance constructs influencing business growth. Multiple linear regression analysis was conducted to examine the predictive influence of team development, supply chain management, and operational efficiency on enterprise growth outcomes under leadership-driven conditions. Additionally, Random Forest modelling was applied to determine variable importance scores and to identify nonlinear interactions between leadership quality and performance metrics. Cluster analysis was performed to classify organizations into performance-based cohorts, thereby facilitating comparative assessment of leadership effectiveness across varying growth trajectories.

The process of model validation and performance evaluation for strategic inference

Model robustness was evaluated using adjusted R^2 values, Root Mean Square Error (RMSE), and cross-validation techniques to ensure predictive reliability of the regression and machine learning models. Sensitivity

analysis was conducted to examine the responsiveness of business growth indicators to changes in leadership-mediated operational parameters. Finally, structural pathway relationships between leadership quality, team capability enhancement, supply chain responsiveness, and operational efficiency were interpreted to generate empirically grounded insights into leadership-driven business optimization mechanisms across enterprise environments.

Results

The results of the present study demonstrate a statistically significant influence of strategic leadership on enterprise-level business growth through its mediated effects on team development, supply chain effectiveness, and operational efficiency. As presented in Table 1, the sampled organizations exhibited relatively high mean scores for Strategic Leadership Quality Index (SLQI = 4.12 ± 0.58), Operational Efficiency Ratio (OER = 4.03 ± 0.52), and Team Development Score (TDS = 3.96 ± 0.64), indicating a leadership-driven orientation toward performance optimization across functional units. Correspondingly, the average Revenue Growth Rate (13.7%) and Customer Retention Percentage (78.4%) further suggest that organizations with stronger leadership alignment tend to achieve higher operational productivity and financial sustainability outcomes.

Table 1. Descriptive statistics of leadership and enterprise performance indicators

Variable	Mean	SD	Minimum	Maximum
Strategic Leadership Quality Index (SLQI)	4.12	0.58	2.81	4.89
Team Development Score (TDS)	3.96	0.64	2.45	4.76
Supply Chain Effectiveness Index (SCEI)	3.88	0.61	2.36	4.71
Operational Efficiency Ratio (OER)	4.03	0.52	2.79	4.82
Revenue Growth Rate (%)	13.7	3.9	6.2	21.3
Cost Efficiency Index	3.91	0.57	2.41	4.65
Customer Retention (%)	78.4	7.8	60.3	91.2
Productivity Improvement Score	4.07	0.55	2.92	4.85

Multiple linear regression analysis, summarized in Table 2, revealed that all three mediating enterprise variables significantly contributed to business growth outcomes. Operational Efficiency Ratio emerged as the strongest predictor of enterprise performance ($\beta = 0.438$, $p < 0.001$), followed by Team Development Score ($\beta = 0.412$, $p < 0.001$) and Supply Chain Effectiveness Index ($\beta = 0.365$, $p < 0.001$). The model demonstrated a high explanatory power ($R^2 = 0.71$), indicating that leadership-mediated improvements in these subsystems collectively accounted for 71% of the variation observed in organizational growth metrics. These findings highlight the critical role of leadership in aligning performance governance mechanisms with operational execution strategies to enhance enterprise scalability.

Table 2. Regression analysis of mediating enterprise factors influencing business growth

Predictor Variable	β Coefficient	Std. Error	t-value	p-value
Team Development Score	0.412	0.061	6.75	<0.001
Supply Chain Effectiveness	0.365	0.057	6.40	<0.001
Operational Efficiency Ratio	0.438	0.052	8.42	<0.001

Model Fit Statistics: $R^2 = 0.71$, Adjusted $R^2 = 0.69$, RMSE = 0.43

Further insights derived from the Random Forest modelling approach, as shown in Table 3, indicated that Operational Efficiency Ratio possessed the highest variable importance score (0.31), followed by Team Development Score (0.27) and Supply Chain Effectiveness Index (0.22). This ranking underscores the dominant influence of leadership-driven process optimization on enterprise productivity outcomes. Additionally, cluster classification of enterprises based on leadership alignment, presented in Table 4, revealed that organizations categorized under the high-performance cluster consistently demonstrated elevated SLQI (4.58), TDS (4.41), and OER (4.49) values, accompanied by a substantially higher Revenue Growth Rate (18.6%) compared to moderate and low-performance clusters.

Table 3. Random forest variable importance ranking for leadership-driven growth

Variable	Importance Score
Operational Efficiency Ratio	0.31
Team Development Score	0.27
Supply Chain Effectiveness	0.22
Leadership Decision Index	0.14
Procurement Cycle Time	0.06

Table 4. Cluster classification of enterprise performance based on leadership alignment

Cluster Category	SLQI	TDS	SCEI	OER	Revenue Growth (%)
High Performance	4.58	4.41	4.33	4.49	18.6
Moderate Performance	4.07	3.92	3.81	4.02	13.1
Low Performance	3.41	3.22	3.14	3.37	8.4

The distribution of leadership effectiveness across business growth cohorts is illustrated in Figure 1, where enterprises within the high-growth category exhibited significantly higher median SLQI values relative to moderate and low-growth cohorts. This pattern indicates a direct association between leadership quality and organizational performance outcomes. Moreover, the integrated interaction effects between team development and supply chain effectiveness on revenue growth are represented in the response CCA plot in Figure 2. The figure demonstrates a positive synergistic relationship between these mediating variables under strategic leadership conditions, suggesting that simultaneous enhancement of workforce capability and logistical responsiveness contributes to improved enterprise growth trajectories.

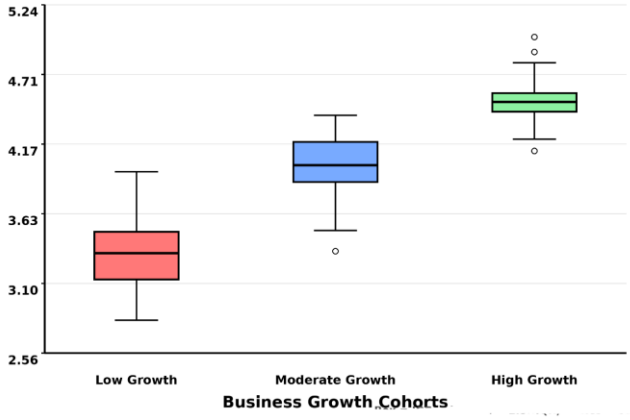

Figure 1. Leadership-driven enterprise performance distribution across business growth cohorts

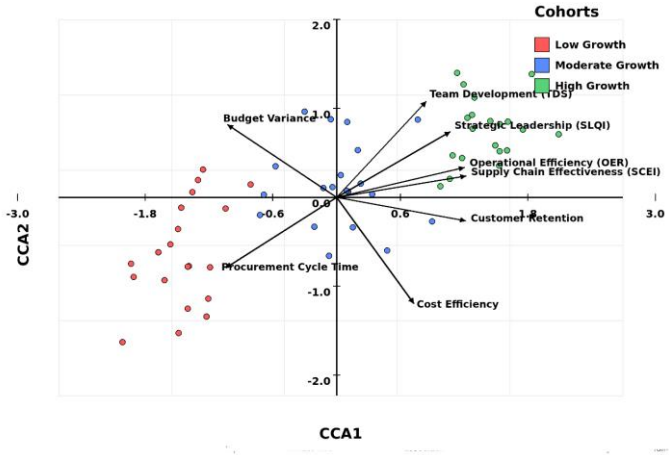

Figure 2. Response surface of integrated enterprise performance under strategic leadership framework

Discussion

The influence of strategic leadership on enterprise growth outcomes across organizational subsystems

The findings of the present study provide strong empirical evidence supporting the central role of strategic leadership in optimizing business growth through coordinated improvements in team development, supply chain effectiveness, and operational efficiency. As demonstrated in Table 2, all three mediating enterprise subsystems significantly contributed to variations in business growth outcomes under leadership-driven governance frameworks, with operational efficiency emerging as the strongest predictor of enterprise-level performance ($\beta = 0.438$, $p < 0.001$). This observation suggests that leadership strategies aimed at enhancing internal execution mechanisms and resource utilization processes are likely to generate the most immediate returns in productivity and revenue growth (Cai, 2023). The distribution patterns illustrated in Figure 1 further indicate that organizations operating under high-growth cohorts exhibit markedly higher Strategic Leadership Quality Index values, thereby reinforcing the proposition that leadership effectiveness remains a primary determinant of organizational scalability and performance sustainability (Taylor, 2023).

The contribution of team capability enhancement to organizational productivity and collaboration

Team development was found to exert a statistically significant influence on business growth metrics, highlighting the importance of leadership-driven investment in employee competency frameworks and collaborative work environments (Joshi, 2021). The regression results indicate that structured leadership interventions aimed at improving training participation rates, collaboration efficiency, and performance feedback integration can substantially enhance enterprise productivity levels (Moore & Hanson, 2022). This becomes particularly relevant in cross-functional organizational settings such as those commonly observed in analytics-driven consultancy ecosystems, including multi-domain research and strategy firms, where team alignment across operational, analytical, and client-facing divisions determines the effectiveness of strategic execution (Chhibber, 2021)

The moderate dispersion observed in team development scores across performance clusters (Table 4) suggests that organizations demonstrating higher growth trajectories are also those in which leadership facilitates continuous professional development and adaptive team performance management (Tseng & Levy, 2019).

The role of supply chain responsiveness in ensuring operational resilience and financial stability

Supply chain effectiveness also emerged as a critical mediating factor influencing enterprise growth outcomes, as reflected in both the regression model and the Random Forest variable importance rankings (Table 3). Leadership-driven improvements in procurement cycle time, vendor reliability, and logistics responsiveness were found to directly impact cost-efficiency indices and service delivery timelines, thereby enhancing overall organizational resilience (Omitoyin & Moshood, 2023). The response CCA plot depicted in Figure 2 reveal a synergistic interaction between team development and supply chain performance in shaping revenue growth indices, indicating that leadership interventions targeting logistical optimization may yield amplified performance benefits when implemented alongside workforce capability enhancement strategies (Campion et al., 2023). Such integrated leadership approaches are particularly essential in resource-sensitive enterprise environments where supply chain disruptions may otherwise lead to operational inefficiencies and financial volatility (Chhibber, 2024).

The enhancement of operational efficiency through leadership-mediated performance governance

Operational efficiency demonstrated the highest relative importance score in the Random Forest analysis, underscoring the pivotal role of leadership in institutionalizing performance governance mechanisms across enterprise workflows. Leaders who implement performance dashboarding, budgeting variance analysis, and process throughput monitoring frameworks are better equipped to align organizational operations with strategic growth objectives (Umana et al., 2022). The cluster classification results presented in Table 4 reveal that enterprises categorized under the high-performance group consistently exhibit superior operational efficiency ratios in conjunction with elevated leadership quality scores. This finding indicates that leadership-driven integration of performance evaluation tools not only minimizes systemic inefficiencies but also enhances decision-making accuracy across functional units (Tampubolon & Purba, 2021).

The integrated effects of leadership alignment on long-term business sustainability

Collectively, the results of this study emphasize that strategic leadership operates as an integrative force linking human capital development, logistical coordination, and operational execution within enterprise growth frameworks. The observed interactions between mediating variables suggest that leadership effectiveness is maximized when team capability enhancement and supply chain optimization initiatives are implemented in tandem with operational performance monitoring systems (Adepoju et al., 2022). Such integrated leadership alignment facilitates improved resource allocation, enhanced customer retention, and sustained productivity improvements over time (Akdere & Egan, 2020). Consequently, the present findings contribute to the growing body of evidence advocating for leadership-centered enterprise optimization models capable of driving long-term business growth in dynamic and performance-driven organizational ecosystems (Ascanio, 2023).

Conclusion

The present study empirically demonstrates that strategic leadership serves as a critical integrative mechanism for optimizing enterprise-level business growth through its coordinated influence on team development, supply chain effectiveness, and operational efficiency. The findings reveal that leadership-driven improvements in workforce capability, procurement responsiveness, and performance governance significantly contribute to enhanced revenue growth, productivity, and customer retention across organizational units. Notably, operational efficiency emerged as the most influential predictor of business performance, underscoring the importance of leadership-mediated process optimization and resource utilization in achieving sustainable growth outcomes. Furthermore, the synergistic interaction between team development and supply chain responsiveness highlights the necessity of adopting integrated leadership strategies that align human capital systems with logistical and

operational frameworks. Collectively, the study provides evidence-based support for the adoption of leadership-centered enterprise optimization models capable of driving long-term organizational performance and resilience in dynamic and performance-driven business environments.

References

1. Adepoju, A. H., Austin-Gabriel, B. L. E. S. S. I. N. G., Eweje, A. D. E. O. L. U. W. A., & Collins, A. N. U. O. L. U. W. A. P. O. (2022). Framework for automating multi-team workflows to maximize operational efficiency and minimize redundant data handling. *IRE Journals*, *5*(9), 663-664.
2. Ahmad, T., Boit, J., & Aakula, A. (2023). The role of cross-functional collaboration in digital transformation. *Journal of Computational Intelligence and Robotics*, *3*(1), 205-42.
3. Akdere, M., & Egan, T. (2020). Transformational leadership and human resource development: Linking employee learning, job satisfaction, and organizational performance. *Human resource development quarterly*, *31*(4), 393-421.
4. Arifin, F., Wiryono, S. K., Damayanti, S. M., & Yudoko, G. (2023). Sustainable performance model and strategy: A conceptual framework. *International Journal of Entrepreneurship and Sustainability Studies*, *3*(2), 95.
5. Arshad, M., Yu, C. K., & Qadir, A. (2023). Leadership and Sustainable Innovation: A Systematic Literature. *Leadership for Sustainable and Educational Advancement: Advancing Great Leaders and Leadership*, *6*, 11.
6. Ascanio, G. A. (2023). Bathrooms as spaces of recovery: Wellness-oriented design strategies in domestic architecture. *Evolutionary Studies in Imaginative Culture*, 117–124.
7. Basiru, J. O., Ejiofor, C. L., Onukwulu, E. C., & Attah, R. U. (2023). Optimizing administrative operations: A conceptual framework for strategic resource management in corporate settings. *International Journal of Multidisciplinary Research and Growth Evaluation*, *4*(1), 760-773.
8. Cai, J. (2023). Effects of leadership styles and organizational strategy to enhance performance efficiency. *Journal of Enterprise and Business Intelligence*, *3*(1), 012-022.
9. Campion, M. C., Campion, E. D., Campion, M. A., & Bauer, T. N. (2023). Cultivating a leadership pipeline: Using a real options lens to understand executives' strategic staffing decisions. *Organization Science*, *34*(3), 1051-1072.
10. Chhibber, R. (2021). Strategic leadership in partner sales networks for enterprise market expansion. *Journal of International Crisis and Risk Communication Research*, *4*(3), 467–475.
11. Chhibber, R. (2024). Enterprise sales strategy development through value-based solution selling. *Journal of Information Systems Engineering and Management*, *9*(2),1-10.
12. Cortes, A. F., & Herrmann, P. (2021). Strategic leadership of innovation: a framework for future research. *International Journal of Management Reviews*, *23*(2), 224-243.
13. Devang Joshi. (2021). Strengthening Data Governance Frameworks for Enhanced Data Quality and Organizational Value Creation . *Journal of Computational Analysis and Applications (JoCAAA)*, 29(6), 1400–1413.
14. Fernandes, N. (2022). Psychoeducational group facilitation as a tool for mental health equity in diverse populations. *Review of Contemporary Philosophy*, 21(1), 16–24.
15. Halimuzzaman, M. (2022). Leadership, Innovation, and Policy in Service Industries: Enhancing Patient and Customer Experiences. *Business and Social Sciences*, *1*(1), 1-9.
16. Hassert, B. (2018). Bridging the strategy-execution gap: Strategic planning in times of change. *Journal of Airport Management*, *13*(1), 17-30.
17. Irfan, I., Sumbal, M. S. U. K., Khurshid, F., & Chan, F. T. (2022). Toward a resilient supply chain model: critical role of knowledge management and dynamic capabilities. *Industrial management & data systems*, *122*(5), 1153-1182.
18. John, B. I. (2019). Risk-aware project delivery strategies leveraging predictive analytics and scenario modelling to mitigate disruptions and ensure stable manufacturing performance. *International Journal of Science and Engineering Applications*, *8*(12), 535-546.
19. Moore, J. R., & Hanson, W. (2022). Improving leader effectiveness: impact on employee engagement and retention. *Journal of Management Development*, *41*(7-8), 450-468.
20. Nasrallah, N., & El Khoury, R. (2022). Is corporate governance a good predictor of SMEs financial performance? Evidence from developing countries (the case of Lebanon). *Journal of Sustainable Finance & Investment*, *12*(1), 13-43.
21. Ohemeng, F. L., & Kamga, O. (2020). Administrative leaders as institutional entrepreneurs in developing countries: A study of the development and institutionalization of performance management in Ghana's public service. *Public Administration and Development*, *40*(1), 87-100.

22. Oluwagbade, E., Vincent, A., Oluwole, O., & Blessing, A. (2023). Lifecycle governance for explainable AI in pharmaceutical supply chains: a framework for continuous validation, bias auditing, and equitable healthcare delivery. *Int J Eng Technol Res Manag*, *7*(11), 54.
23. Omitoyin, G., & Moshood, M. (2023). Strategic integration of risk management in supply chains: leveraging leadership methodologies to strengthen resilience and enhance global competitiveness. *Int J Eng Technol Res Manag*, *7*(12), 609.
24. Onaghinor, O., Uzozie, O. T., & Esan, O. J. (2022). Optimizing Project Management in Multinational Supply Chains: A Framework for Data-Driven Decision-Making and Performance Tracking. *Engineering and Technology Journal*, *3*(1), 907-913.
25. Shuffler, M. L., Diazgranados, D., Maynard, M. T., & Salas, E. (2018). Developing, sustaining, and maximizing team effectiveness: An integrative, dynamic perspective of team development interventions. *Academy of Management Annals*, *12*(2), 688-724.
26. Sweeney, A., Clarke, N., & Higgs, M. (2019). Shared leadership in commercial organizations: A systematic review of definitions, theoretical frameworks and organizational outcomes. *International Journal of Management Reviews*, *21*(1), 115-136.
27. Tampubolon, S., & Purba, H. H. (2021). Lean six sigma implementation, a systematic literature review. *International Journal of Production Management and Engineering*, *9*(2), 125-139.
28. Taylor, N. (2023). Teacher quality: The preparation, and utilization of teachers in Sub-Saharan Africa. In *The Palgrave handbook of teacher education research* (pp. 51-74). Cham: Springer International Publishing.
29. Tseng, S. T., & Levy, P. E. (2019). A multilevel leadership process framework of performance management. *Human Resource Management Review*, *29*(4), 100668.
30. Umana, A. U., Afrihyia, E., Appoh, M., Frempong, D., Akinboboye, O., Okoli, I., ... & Omolayo, O. (2022). Data-driven project monitoring: Leveraging dashboards and KPIs to track performance in technology implementation projects. *Journal of Frontiers in Multidisciplinary Research*, *3*(2), 35-48.