

Impact of Inclusive leadership on Team Performance with Mediating Role of Project Team Member Silence

Kashif khan

Cust University Science and Technology, Islamabad, Pakistan

ABSTRACT

Purpose: The purpose of this research study is to test the Impact of Inclusive leadership on Team Performance with Mediating Role of Project Team Member Silence. Drawing from theories, the project team member silence play a role as a mediator.

Design/Methodology/Approach: Data were collected using questionnaire from 410 employees working on various construction projects across twin cities (Islamabad and Rawalpindi) of Pakistan. The sample was drawn by using purposive sampling technique. The data were collected from project-based organizations of twin cities of Pakistan i.e., Rawalpindi and Islamabad.

Findings/Results: The findings suggest that there is a positive and significant relationship between Inclusive leadership and Team Performance. Project Team Member Silence mediates the relationship between Inclusive leadership and Team Performance.

Practical Implications: The study has practical implications on a project-based organizations, presenting certain guidelines to understand how Inclusive leadership effects the Team Performance within the project-based organizations.

Originality/Value: This research investigates the impact of inclusive leadership on team performance, uniquely exploring the mediating role of project team member silence. By examining how inclusive leadership practices influence team dynamics and communication patterns, the study aims to contribute novel insights into enhancing team effectiveness and organizational success.

Keywords: *Inclusive leadership; Team Performance; Project Team Member Silence*