

The Creativity Catalyst: Turning Participative Leadership into Innovation



PARTICIPATIVE LEADERSHIP

The Psychological Safety Mediator

Participation only works if employees feel secure enough to propose novel ideas without fear.



INNOVATION & CREATIVE POTENTIAL

 **31% Higher % Engagement**

Employees with genuine influence report significantly higher connection to their work than those under autocrats.

Authentic vs. Performative Voice

Authentic

Real participation requires leaders to explain how employee input actually shaped the final decision

Input → Final Decision

~~**Performative**~~



I made a mistake, can you help?

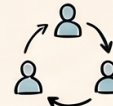
Model Vulnerability

Leaders must admit mistakes and request help to signal that interpersonal risk-taking is safe



Frame Work as Learning

Characterize projects as uncertain experiments requiring learning rather than execution problems with known solutions



Inclusive Meeting Norms

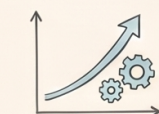
Use round-robin speaking and anonymous idea submission to prevent groupthink and status-based filtering



Employee Retention:
34% less likely to pursue external roles



Workplace Burnout:
18-24% reduction in burnout rates



Innovation Correlation:
Strong positive correlation (0.42) with creative performance