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Digital Participative Leadership and Its Impact on Organizational Innovation in Government Schools in the State of Kuwait: An Exploratory Study

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Abstract

This exploratory study aims to investigate the perceived role of digital participative leadership in promoting organizational innovation in government schools in the State of Kuwait. Specifically, the study seeks to examine the extent to which school leaders use digital platforms and technology-enabled practices to involve teachers in decision-making, facilitate communication, encourage collaborative problem-solving, and support the development of innovative organizational practices. The study will employ a quantitative descriptive-survey methodology. Data will be collected using a structured questionnaire designed to measure two main constructs: digital participative leadership and organizational innovation. The questionnaire will include items addressing digital communication, shared decision-making, collaboration, transparency, empowerment, teacher involvement, and the use of digital tools in school administration. It will also include items related to organizational innovation, including the improvement of administrative procedures, teamwork, problem-solving, the adoption of new practices, and the development of supportive environments for innovation. The questionnaire will be administered to an exploratory sample of 50 teachers working in government schools in Kuwait. The collected data will be analyzed using descriptive statistics, including frequencies, percentages, means, and standard deviations. Depending on the quality and distribution of the data, appropriate inferential procedures may also be used to explore the relationship between digital participative leadership and organizational innovation. Given the exploratory nature of the study and the relatively small sample size, the findings will be interpreted cautiously and will primarily provide preliminary evidence regarding the study variables, the suitability of the questionnaire, and possible directions for further research. Based on the findings obtained from the exploratory application, the study will formulate practical recommendations for school leaders and educational policymakers. These recommendations are expected to address the development of school leaders' digital and participative competencies, the establishment of effective digital communication channels, the enhancement of teachers' involvement in

school decisions, the promotion of collaborative work, and the creation of organizational conditions that support experimentation, knowledge sharing, and innovation. The results may also contribute to refining the research instrument and preparing for a future study involving a larger and more representative sample.

Keywords: Digital Participative Leadership; Organizational Innovation; Government Schools; Digital Leadership; Teacher Participation; Kuwait; Exploratory Study