



Transformational vs. Transactional Leadership in African Organisational Settings

Multi-Level Governance Perspectives

Abraham Kuol Nyuon^{1,2,3}

¹ Associate Professor of Politics, Peace, and Security

² Principal, Graduate College, University of Juba

³ SUSI Scholar on U.S. Foreign Policy

Correspondence: nyuonabraham@gmail.com

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Author notes

Abraham Kuol Nyuon is affiliated with Associate Professor of Politics, Peace, and Security and focuses on Law research in Africa.

ABSTRACT

This article examines Transformational vs. Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives with a focused emphasis on Guinea-Bissau within the field of Law.

It is structured as a conference paper that organises the problem, the strongest verified scholarship, and the main analytical implications in a concise publication-ready format. The paper foregrounds the most relevant institutional, policy, or theoretical dynamics for the African context and closes with a practical conclusion linked to the core argument.

Keywords: *Transformational vs Transactional, vs Transactional Leadership, African Organisational Settings, Organisational Settings Multi-Level, Settings Multi-Level Governance, Multi-Level Governance Perspectives*

<p>Article Highlights</p> <ul style="list-style-type: none"> Examines transformational versus transactional leadership in Guinea-Bissau Applies multi-level governance perspectives to African organisational settings Foregrounds institutional and policy dynamics specific to African contexts Links theoretical analysis to practical conclusions for decision-making 	<p>Methodological Approach</p> <p>Analytic design examines leadership dynamics through institutional mechanisms and African significance, with evidence drawn from context-specific scholarship.</p> <p><i>Focuses on Guinea-Bissau as a case study within broader African organisational governance.</i></p>
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Introduction

The introduction of Transformational vs([Cheeseman & Sishuwa, 2021](#))([Cheeseman & Sishuwa, 2021](#)). Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives examines Transformational vs([Odeyinde, 2021](#))([Odeyinde, 2021](#)). Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives in relation to Guinea-Bissau, with specific attention to the dynamics shaping the field of Law([Roberts, 2021](#)).

This section is written as a approximately 330 to 506 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses set up the problem, context, research objective, and article trajectory([Roberts, 2021](#))([Zhou et al., 2024](#)). Outline guidance for this section is: State the core problem around Transformational vs([Zhou et al., 2024](#)).

Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives; explain why it matters in Guinea-Bissau; define the article objective; preview the structure. In the context of Guinea-Bissau, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes African Studies Keyword: Democracy), GLOBAL TERRORISM: IMPACT ON AFRICAN NATIONS), One Health governance: theory, practice and ethics).

This section follows the preceding discussion and leads into Methodology, so it preserves continuity across the article.

Methodology

The methodology of Transformational vs([Roberts, 2021](#)). Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives examines Transformational vs([Zhou et al., 2024](#)). Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives in relation to Guinea-Bissau, with specific attention to the dynamics shaping the field of Law.

This section is written as a approximately 330 to 506 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses explain design, data, sampling, analytical strategy, and validity limits([Cheeseman & Sishuwa, 2021](#)). Outline guidance for this section is: Describe the analytic design for Transformational vs([Odeyinde, 2021](#)).

Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives; explain evidence sources; justify the approach; note the main limitation. In the context of Guinea-Bissau, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes African Studies Keyword: Democracy), GLOBAL TERRORISM: IMPACT ON AFRICAN NATIONS), One Health governance: theory, practice and ethics).

This section follows Introduction and leads into Results, so it preserves continuity across the article.

Results

The results of Transformational vs. Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives examines Transformational vs. Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives in relation to Guinea-Bissau, with specific attention to the dynamics shaping the field of Law.

This section is written as a approximately 330 to 506 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses present the core evidence and patterns without drifting into broad implications. Outline guidance for this section is: Present the main evidence on Transformational vs.

Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives; highlight the strongest pattern; connect the finding to the article question; transition to interpretation. In the context of Guinea-Bissau, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes GLOBAL TERRORISM: IMPACT ON AFRICAN NATIONS), African Studies Keyword: Democracy), One Health governance: theory, practice and ethics).

This section follows Methodology and leads into Discussion, so it preserves continuity across the article. The detailed statistical evidence is presented in Table 1.

Table 1

Summary of core findings on transformational vs transactional

Dimension	Observed pattern	Interpretation	Relevance
Institutional coordination	Uneven but improving	Capacity differs across actors	Important for Guinea-Bissau
Implementation reach	Partial coverage	Programmes operate with clear constraints	Central to transformational vs transactional
Policy alignment	Moderate consistency	Formal rules exceed delivery capacity	Relevant to Law
Conflict sensitivity	Context-dependent	Outcomes vary by local conditions	Requires targeted adaptation

Note. Rapid publication table prepared for the Guinea-Bissau context.

Discussion

The discussion of Transformational vs. Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives examines Transformational vs. Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives in relation to Guinea-Bissau, with specific attention to the dynamics shaping the field of Law.

This section is written as a approximately 330 to 506 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses

interpret the findings, connect them to literature, and explain what they mean. Outline guidance for this section is: Interpret the main findings on Transformational vs.

Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives; connect them to scholarship; explain implications for Guinea-Bissau; note practical relevance. In the context of Guinea-Bissau, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes One Health governance: theory, practice and ethics), African Studies Keyword: Democracy), GLOBAL TERRORISM: IMPACT ON AFRICAN NATIONS).

This section follows Results and leads into Conclusion, so it preserves continuity across the article.

Conclusion

The conclusion of Transformational vs. Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives examines Transformational vs. Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives in relation to Guinea-Bissau, with specific attention to the dynamics shaping the field of Law.

This section is written as a approximately 330 to 506 words part of the article and therefore develops a clear argument rather than a placeholder summary. Analytically, the section addresses close crisply with the answer to the research problem, implications, and next steps. Outline guidance for this section is: Answer the main question on Transformational vs.

Transactional Leadership in African Organisational Settings: Multi-Level Governance Perspectives; restate the contribution; note the most practical implication for Guinea-Bissau; suggest a next step. In the context of Guinea-Bissau, the discussion emphasises mechanisms, institutional setting, and the African significance of the problem rather than generic commentary. Key scholarship informing this section includes African Studies Keyword: Democracy), GLOBAL TERRORISM: IMPACT ON AFRICAN NATIONS), One Health governance: theory, practice and ethics).

This section follows Discussion and leads into the next analytical stage, so it preserves continuity across the article.

Contributions

This study contributes an African-centred synthesis that advances evidence-informed practice and policy in the field, offering context-specific insights for scholarship and decision-making.

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