

Transformational Leadership; Competency **Transformational Leadership and Competency Development in Tourism and Hospitality Training Institutions in a Post-Coronavirus Pandemic in Kenya**

By

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**Abstract**

The purpose of this study was to assess the contribution of transformational leadership and competency development in tourism and hospitality training institutions in a Post-Coronavirus Pandemic in Kenya. The study adopted descriptive survey research design. The sampled population of the study was 340 trainees and 40 Principals of various Tourism and Hospitality TVET Institutions across the country. Regression analysis was used to test the magnitude and direction of the relationship and level of significance. The study findings revealed that there is a strong positive and significant relationship between transformational leadership (idealized influence, intellectual stimulation,) and competency development. The study recommended to top management of the institutions to ensure that all the transformational leadership parameters are fully implemented to improve competency development in a Post-Coronavirus Pandemic in Kenya. This should focus on the opportunity for online teaching and learning to ensure continuity of education; improvement of education systems and robust e-learning infrastructure; ensuring quality and integrating lessons learnt and good practices from COVID-19 response as espoused by the E-learning approach; and conceiving a model roadmap for post COVID-19 which integrates continuity of education in the different institutions across the country. This research has a vital contribution to the literature by studying the limited evidence on the leadership styles and competency development in the learning in a Post-Covid 19 pandemic in the African context.

Development, Post-coronavirus Pandemic