

## **Executive Summary**

This case study, Transformational leadership as the driving force behind achieving high organisational performance: The case of 99X Technology Private Limited is centred on the recent success story of 99X Technology Private Limited. 99X Technology is a software engineering organisation, specialized in delivering Software Product Engineering services to Independent Software Vendors (ISVs) in the global market place.

During the period from 2011 to 2013, the company has been able to maintain an annual revenue growth of more than 20%. Further, 99X Technology has not only won local and international awards, it has also been ranked in the top five band amongst the top 15 companies to work for in Sri Lanka in 2013, according to a study carried out by Great Place To Work Institute. These factors support that the company is performing remarkably well during recent years.

The objective of this study is to analyse the recent success of the organisation and find the factors which has helped the organisation to achieve this status. The study analysed how transformational leadership has created a high performance organisation through factors such as innovation and culture. In the data collection, several primary and secondary sources were utilised.

The key findings are arrived at analysing the information collected and the literature. It is evident that transformational leadership can act as the main driving force behind achieving a high organisational performance via organisational culture and innovation.