

Paper: “Driving Organizational Innovation in Public Healthcare: The Strategic Impact of Inclusive Leadership”

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Peer review:

Reviewer 1: Ronald Osei Mensah
University of Cape Coast, Ghana

Reviewer 2: Paul Lipowski
Holy Family University, Philadelphia, Pennsylvania, USA

Reviewer A:

Recommendation: Revisions Required

The TITLE is clear and it is adequate to the content of the article.

The title is thought provoking

The ABSTRACT clearly presents objects, methods, and results.

I enjoyed reading the abstract but there are a lot of unnecessary details on the part of methods. Abstract is giving summary of the work and not giving too much details.

Authors should do the right thing.

There are a few grammatical errors and spelling mistakes in this article.

The authors should employ an English Editor to proofread the paper.

The study METHODS are explained clearly.

The methodology is fundamentally flawed. The research design and technique is lost in the work. How each objective was analyzed and with which instrument should be made clear. The population of this study should be made clear. How was sample chosen? All these details are lost from the paper. How did authors analyzed their samples. This should be stated in clear terms. Did authors receive ethical clearance for this study? If yes which formal institution gave the clearance and if there is an ethical clearance number it should be made clear.

The body of the paper is clear and does not contain errors.

The authors should employ an English Editor to proof read the work.

The CONCLUSION or summary is accurate and supported by the content.

The conclusions are cogent the purposes of this study. The conclusions match the results and findings of the study. Well done.

The list of REFERENCES is comprehensive and appropriate.

The references is disorganized. The authors should adhere to the APA format of referencing. It is also clear from this paper that the in-text-citations does not corroborate with the references in this paper. The right thing should be done to promote the sanctity of the paper.

Please rate the TITLE of this paper.

[Poor] 1-5 [Excellent]

1

Please rate the ABSTRACT of this paper.

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2

Please rate the LANGUAGE of this paper.

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3

Please rate the METHODS of this paper.

[Poor] 1-5 [Excellent]

1

Please rate the BODY of this paper.

[Poor] **1-5** [Excellent]

3

Please rate the CONCLUSION of this paper.

[Poor] **1-5** [Excellent]

4

Please rate the REFERENCES of this paper.

[Poor] **1-5** [Excellent]

2

Overall Recommendation!!!

Accepted, minor revision needed

Comments and Suggestions to the Author(s):

Your topic is intriguing, Your results are vivid, your conclusions are revealing but your methodology is fundamentally flawed. Go back to the drawing board and do the right thing.

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| 2. The abstract presents objects, methods, and results. | 5 |
| <i>(Please insert your comments) Yes, the abstract presents the research topic, methods and findings.</i> | |
| 3. There are a few grammatical errors and spelling mistakes in this article. | 5 |

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| <i>(Please insert your comments) The methods were clearly and thoroughly explained in the paper.</i> | |
| 5. The results are clear and do not contain errors. | 5 |
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| 6. The conclusions or summary are accurate and supported by the content. | 5 |
| <i>(Please insert your comments)</i> | |
| 7. The references are comprehensive and appropriate. | 5 |
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Overall Recommendation (mark an X with your recommendation) :

| | |
|--|----------|
| Accepted, no revision needed | X |
| Accepted, minor revision needed | |
| Return for major revision and resubmission | |
| Reject | |

Comments and Suggestions to the Author(s):

Very interesting topic. For a future work, you can explore how faith based healthcare systems have integrated inclusive leadership into their leadership formation programming and if there are parallels between the public and faith based sectors.

Comments and Suggestions to the Editors Only: