

ABSTRACT

This conceptual paper reviews the existing literature on leadership, knowledge management and societal culture, and how these important variables are related to firm performance within the context of Sub-Saharan Africa. Specifically, the paper proposes a conceptual framework which has the potential to explain direct and indirect relationships between leadership, knowledge management and subsequent firm performance. Furthermore, the paper explicates some pathways through which societal culture may influence the relationships among leadership, knowledge management and performance. Based on the research model, we propose several testable research propositions and conclude with a discussion of the future research direction.