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# **relationship between Transformational leadership and organizational performance through organizational learning and innovation (Case Study: Branches of Social Security Organization of Guilan Province )**

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**Organizational performance is a complex phenomenon that is the simplest definition for that set of related activities to achieve organizational goals. Many of today's organizations are changing. Any change requires flexible staff and managers who can adapt to the changes. As a result, social relationships have become more effective to most managers and leaders as key to organizational change management. Organizations will be able to continue to operate under the leadership of capable leaders, in order to enable organizations to adapt to changes, as well as to the complexity and environmental dynamics of today's organizations. The importance of innovation has become a special requirement for performance improvement. The purpose of this research is to investigate the relationship between transformational leadership and organizational performance considering the mediator role of innovation and organizational learning in social security organization of Guilan province. Of the 29 units of social security, 20 units were selected as sample. Depending on the descriptive method, a questionnaire was used to collect data and to analyze the data, structural equations were used. According to the results, the transformational leadership has a positive relationship with organizational performance. Also, the role of mediators of innovation and organizational learning on the relationship between transformational leadership and organizational performance has been positive.**

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**Keywords : Organizational Performace, Transformational Leadership, Organizational Learning, Organizational Innovation, Social Security Organization**

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