Transformational Leadership: No Longer Novel, but Critical for Future Success

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Learning objectives

- Define transformational leadership
- Identify the characteristics of a transformational leader
- Explain the benefits that transformational leadership has on organizational culture
- Discuss the benefits of utilizing transformational leadership characteristics when building partnerships
What is *Leadership*?

“The action of leading a group of people or an organization”

“The state or position of being a leader”

“The leaders of an organization, country, etc”
What *characteristics* do you think of when you think of leadership?
Feel like this?
Four I’s of Transformational Leadership

- Idealized Influence
- Individualized Consideration
- Intellectual Stimulation
- Inspirational Motivation
## Five Practices of Exemplary Leadership

<table>
<thead>
<tr>
<th>Model</th>
<th>Model the Way</th>
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<tbody>
<tr>
<td>Inspire</td>
<td>Inspire a Shared Vision</td>
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<tr>
<td>Challenge</td>
<td>Challenge the Process</td>
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<tr>
<td>Enable</td>
<td>Enable Others to Act</td>
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<tr>
<td>Encourage</td>
<td>Encourage the Heart</td>
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What Does the Evidence Say?
Literature Themes

- **Transforming current culture:**
  - Persistence
  - Patience
  - Passion
  - PRACTICE
Significance

• Relationships
  • Peer
  • Leader-follower
  • Leader-superior

• Managing transitions
What do you see?
What do you see?
Self-Accountability

- Role Model
- Practice ethical behavior
- Advocate for organizational change
- Evaluate organizational effectiveness in education
Self Awareness

• Understanding your ‘blind spots’
• Knee jerk reactions
• Personal motivation
• Identifying room for growth
• Sharing your strengths and building culture
Intellectual Stimulation

• Leading with the ‘WHY’
• Knowledge sharing
• Growing the organization

Strengths
Weaknesses
<table>
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<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
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<tbody>
<tr>
<td>1</td>
<td>Independent</td>
<td>Analytical</td>
<td>Creative</td>
<td>Supportive</td>
</tr>
<tr>
<td>2</td>
<td>Goal-oriented</td>
<td>Encouraging</td>
<td>Stimulating</td>
<td>Patient</td>
</tr>
<tr>
<td>3</td>
<td>Stay in check</td>
<td>Intellectual</td>
<td>Innovative</td>
<td>Loyal</td>
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<tr>
<th>1</th>
<th>2</th>
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<th>4</th>
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<tbody>
<tr>
<td>Lose frontal lobe</td>
<td>Work in silo</td>
<td>Cave easily</td>
<td>Take the back seat</td>
</tr>
<tr>
<td>Impatient</td>
<td>Perfectionist</td>
<td>Lack attention to detail</td>
<td>Don’t knowledge share</td>
</tr>
<tr>
<td>Easily stressed</td>
<td>Creative</td>
<td>Passive-aggressive</td>
<td>Passive</td>
</tr>
</tbody>
</table>
The Future
Q & A

5 minutes for Q & A
References


References


• Pickerell, K. J. (2014). A transformational leadership program: A necessity in today’s healthcare environment (Graduate theses, dissertations, and Capstones Paper 5). Bellarmine University, Louisville, USA