

*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”

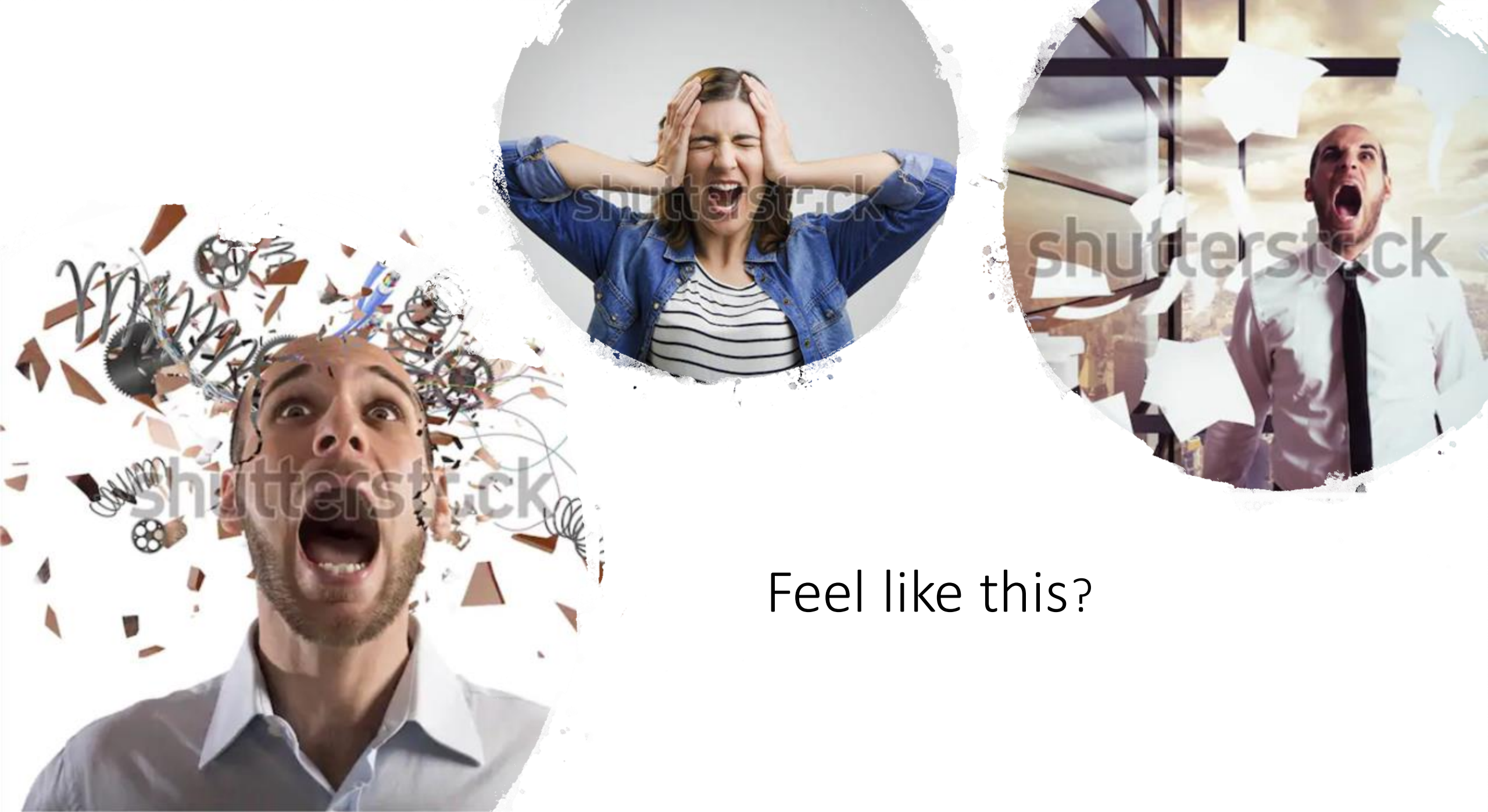
“The leaders of an organization, country, etc”



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What *characteristics* do you think of when you think of leadership?





Feel like this?



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Four I's of Transformational Leadership



Idealized Influence



Individualized
Consideration



Intellectual Stimulation



Inspirational Motivation

Five Practices of Exemplary Leadership

Model	Model the Way
Inspire	Inspire a Shared Vision
Challenge	Challenge the Process
Enable	Enable Others to Act
Encourage	Encourage the Heart



What Does the
Evidence Say?



4P's

Literature Themes

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



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Significance

- Relationships
 - Peer
 - Leader-follower
 - Leader-superior
- Managing transitions

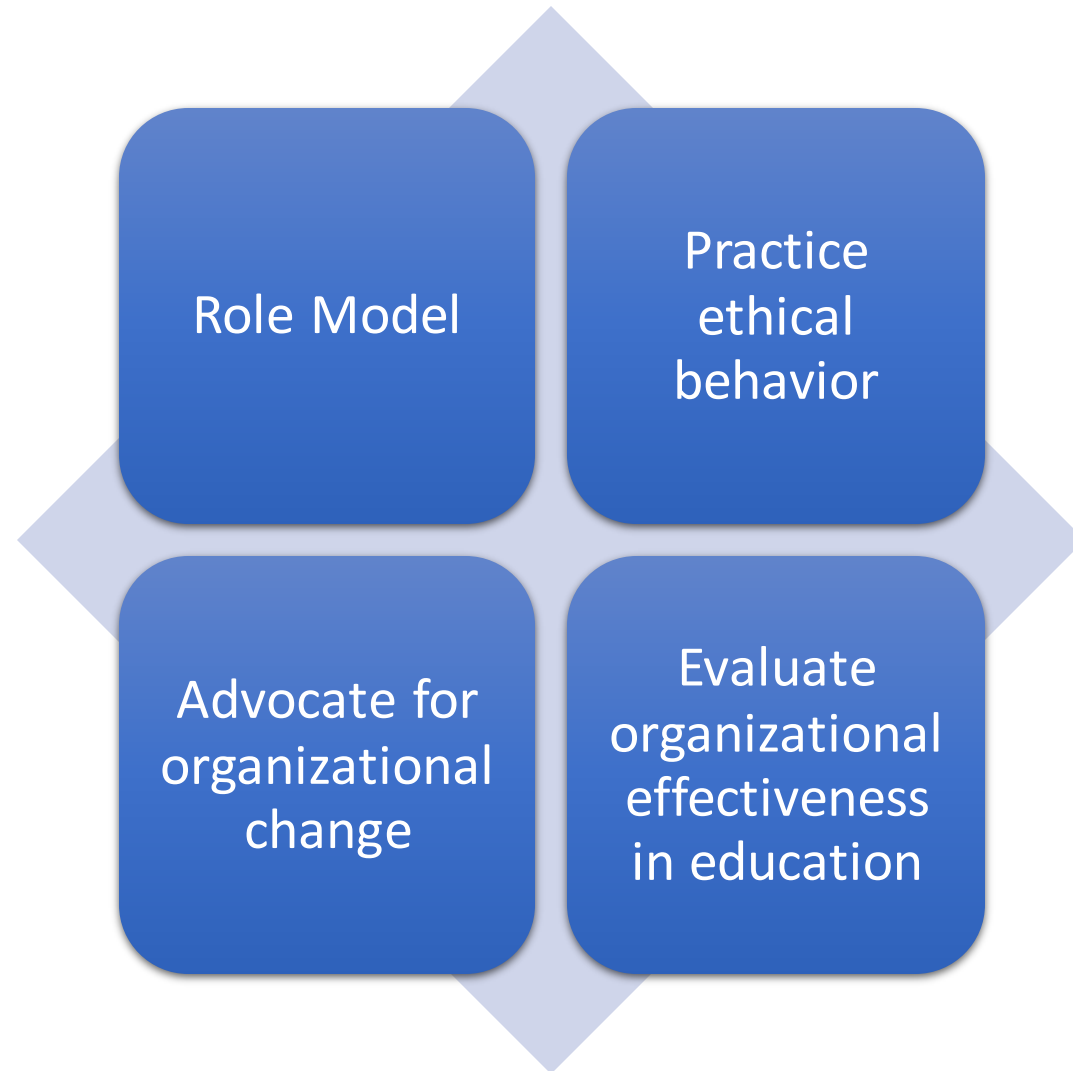


What do *you* see?



What do *you* see?

Self- Accountability



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

1	2	3	4
Independent	Analytical	Creative	Supportive
Goal-oriented	Encouraging	Stimulating	Patient
Stay in check	Intellectual	Innovative	Loyal

1	2	3	4
Lose frontal lobe	Work in silo	Cave easily	Take the back seat
Impatient	Perfectionist	Lack attention to detail	Don't knowledge share
Easily stressed	Creative	Passive-aggressive	Passive



The Future

Q & A

5 minutes for Q & A



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