Transformational

Leadership **Fact**Sheet

The purpose and definition of Transformational Leadership

**It is a good quality of a leader to have a vision in mind. When they start a project, it is a better quality of a leader to instill that vision in their subordinates. This fact is in part the point of transformational leadership. However, it is not the only desire transformational leadership hopes to achieve. In essence, the point of transformational leadership is to not only instill the vision of the project into the team that is working on it but also to guide and transform the team or team members into the best and most efficient versions of themselves. Transformational leadership can take a group of people who are stagnant or underperforming and turn them into a team of dynamic and efficient individuals.**

**How its done:**

To cause this transformation requires a leader with charisma, the trust of his team, and earned authority. This transformation also must take place early on in the project. People need time for the vision of the project and to transform it. The leadership style also requires that the group members work in a single unit, which can be difficult to achieve if a group already has long-lasting gripes with one another.

# Benefits of Transformational Leadership:

Transformational leadership can provide many benefits to a group of individuals. One of these benefits is that people under the guide of a transformational leader typically feel a sense of belonging and a connection to their work. Apart from a sense of belonging “Employees who identified a higher level of transformational leadership in their employers also reported higher levels of well-being.” (very well mind) Transformational leaders also instill in their followers that they can achieve their best, which leads team members to feel empowered in their work.

# Examples of transformational leaders:

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Steve Jobs- often cited for his visionary leadership Steve Jobs transformed Apple into a technological leader in the modern era.

# Components of transformational leadership (the four I’s):

**1) Idealized Charisma:**

People want leaders they get along with and trust. Charisma is the backbone of transformational leadership because a charismatic leader is easily trusted and respected. This charisma is also used to better show the leader’s followers the vision they have for the project. A charismatic leader also serves as a role model for the rest of the team. If the followers of the leader, see that the leader is working hard, they want to work hard as well. A charismatic leader can also bring a positive and enthusiastic feeling to the work environment that can help followers connect better to their work.

# Oprah Winfrey - Variety500 - Top 500 Entertainment Business Leaders ...

Oprah Winfrey- Oprah Winfrey is often cited for her amazing communication skills. Her charismatic persona helps her lead and connect with different people.

## **2) Individualized Consideration:**

# The core part of individualized consideration is that the leader maintains a supporting relationship with individual followers. This helps followers feel like they’re easily able to share ideas and concerns, which can often bring new insights to the project or foster unique contributions. This often requires the leader to recognize the motivation and desires of their followers on a personal level. This knowledge of motivation on an individual level can lead to the customization of training that can better suit certain members of the team. Individual consideration can take a high level of emotional intelligence, especially when trying to make group members feel comfortable with their environment.

## 3) Inspirational Motivation:

# Transformational leaders often have a clear vision. This vision can be instilled in the leader’s followers through inspirational motivation. This motivation tends to be inspired through a sense of community and a sense of purpose. To foster a sense of purpose. It is the leader’s job to speak clearly and make sure that none of their followers are confused. With clear communication, a structure can be provided so that each member can carry out their tasks without confusion. By showing the followers a clear direction in which the project is going and showing them what their individual work is contributing to the project, leaders can avoid the issue of their followers feeling burnt out. Also, by allowing followers to truly grasp the vision of the leader, the followers can better understand the challenges and problems they might face during the project.

## 4) Intellectual Stimulation:

# Leaders who practice intellectual stimulation motivate their followers to be innovative and think outside the box when it comes to their tasks in the project. This can challenge normal leadership roles by breaking a command and following a dynamic. Intellectual stimulation is a very critical part of transformational leadership. However, it is extremely important to note that if a follower gets caught up in a bad idea the leader must take care to be respectful when overruling that idea so that they don’t foster a hurtful environment. Leaders must courage and understand that there are many ways to achieve a goal, and the original path set out at the beginning of the project is subject to change.