PRIMA'S 2019 RISK MANAGEMENT
WEBINAR SERIES

Transform Your Organization's Culture

by becoming a

Transformational Leader



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While situational leadership is a constant sequence of "events",



transformational leadership is a process that leaders and followers work through together.

The core ingredient for this type of leadership is





Transformational Leaders Usually Reflect These Personality Traits:

They are somewhat dominant

They have a strong desire to influence others.

They are usually self-confident.

They have a strong sense of their own moral values and ethical conduct.

Transformational Leaders Usually Reflect These Personality Traits:

They are, generally, a good role model for the values that they want their followers to adopt.

They appear competent to followers

They articulate large organization-wide, ideological goals that have moral overtones.

Transformational Leaders Usually Reflect These Personality Traits:

They display high expectations for followers, BUT, they also exhibit confidence in the followers' abilities to meet these expectations.

They are able to motivate followers to appropriate/necessary action for the task.

Transformational Leadership Will Typically Yield the Following Results:

- Followers "identify" with the leader.
- Followers will respect and trust the leader.
- Followers begin to feel an unquestioned acceptance of the leader.

Transformational Leadership Will Typically Yield the Following Results:

- The followers' beliefs begin to align with the leader's beliefs.
- Followers often become "obedient" to the leader's direction
- Followers often express affection for and/or toward the leader.

Transformational Leadership Will Typically Yield the Following Results:

- Followers begin to experience emotional involvement in the leader's goals.
- Followers also begin to conceptualize heightened goals for themselves.
- Followers experience increased confidence in their ability to achieve goals.

This type of leadership will eventually result in the followers seeing their personal identity merge with the collective identity of the organization.



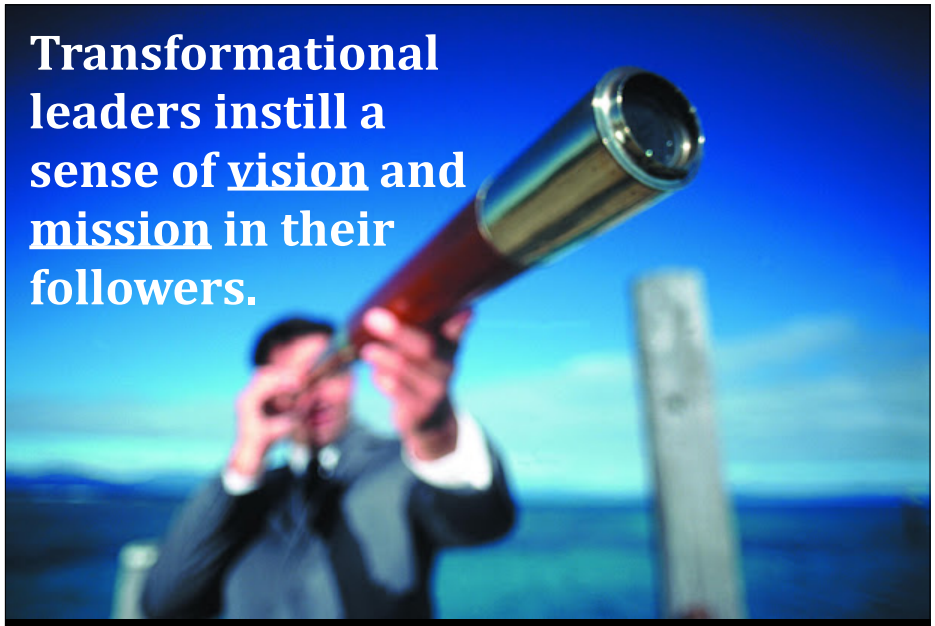


The hope is that followers will view work as an <u>expression</u> of <u>themselves</u>.

They will also move from a <u>focus</u> on their own goals to being <u>focused</u> on organizational goals.



Transformational leaders instill a sense of <u>vision</u> and <u>mission</u> in their followers.



Followers begin to realize what an <u>integral</u> <u>role</u> they play in future success and growth of the organization.



This migration will cultivate a strong sense of team spirit and shared vision.



The shared vision becomes the focal point of the transformational leadership.

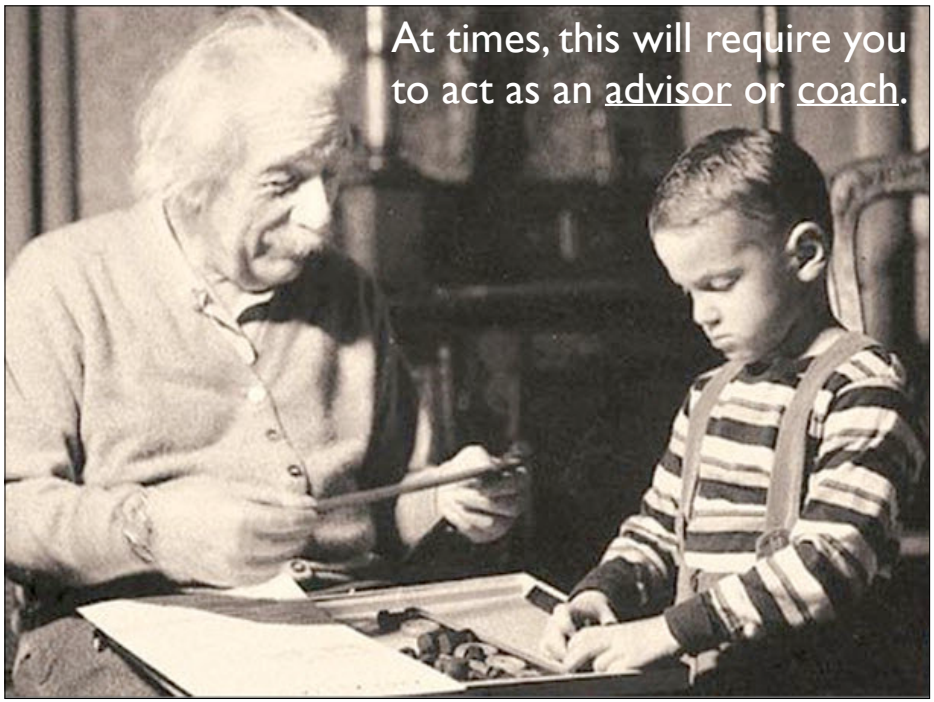
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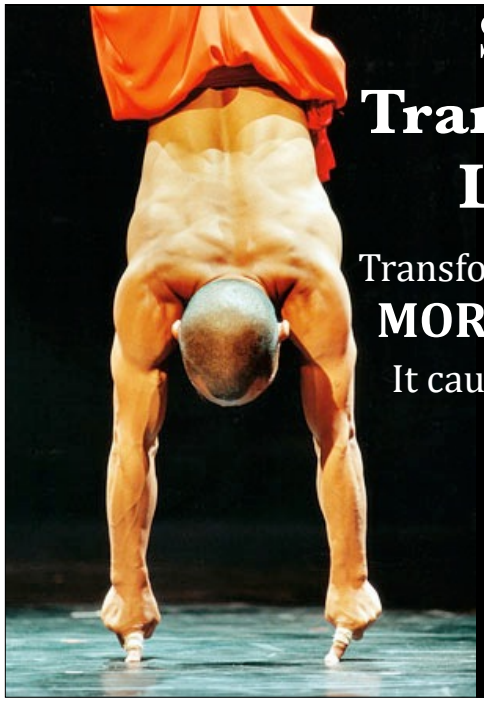
The vision serves as a map for where the organization is headed.



Can you engage your team members to the point that THEY THINK of ways to deal with organizational issues?



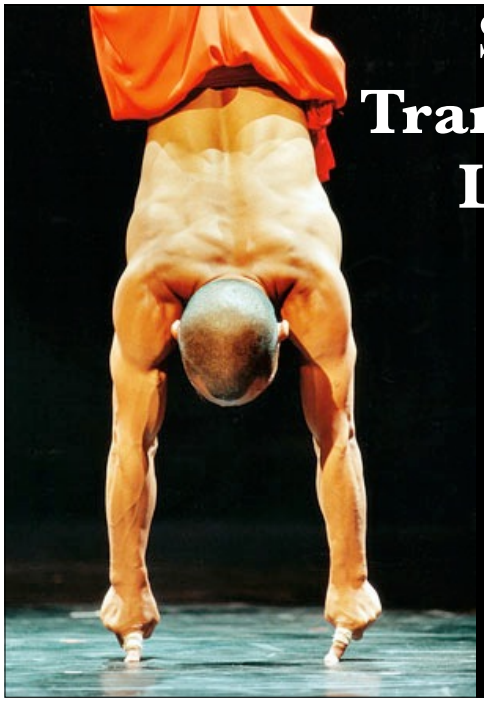
At times, this will require you to act as an advisor or coach.



Strengths of **Transformational Leadership**

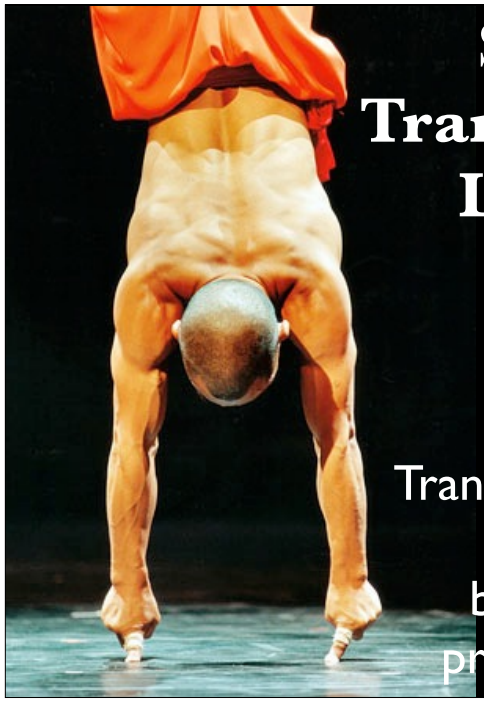
Transformational Leadership is **MORALLY UPLIFTING .**

It causes followers to become more focused on the **GREATER-GOOD,** and how they fit in, rather than trying to become the center of attention.



Strengths of **Transformational Leadership**

Part of the responsidbilty of leadership falls on the followers, and not just on the leaders.



Strengths of **Transformational Leadership**

There is substantial evidence that Transformational Leaders are considered to be more effective and produce better results.

This type of leadership is often viewed as a character trait rather than a learned skill or discipline.



Criticisms of Transformational Leadership

There isn't direct proof that transformational leadership leads to success in nor long-term growth of organizations.



Criticisms of Transformational Leadership

However, there isn't anything to prove it doesn't.
AND, many organizations that DO experience that kind of progress often have transformational leaders in key positions



Criticisms of Transformational Leadership

Because transformational leaders are often catalysts for change, it may at times appear that they aren't concerned with the desire or needs of the people.



Criticisms of Transformational Leadership

If used with the wrong (or poorly aimed) motives, this type of leadership can be very destructive.



Criticisms of Transformational Leadership

The UP-SIDE of Transformational Leadership

Buy-In from Employees



The UP-SIDE of Transformational Leadership

Creates a more enjoyable atmosphere



The UP-SIDE of Transformational Leadership

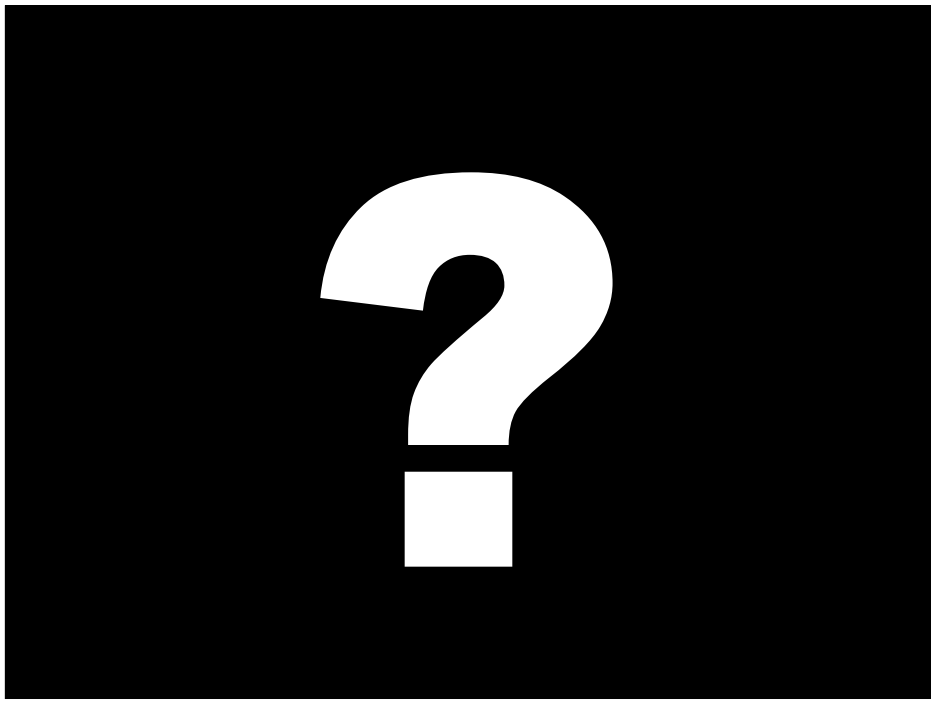
It will
(likely)
produce the best results











Let's Connect

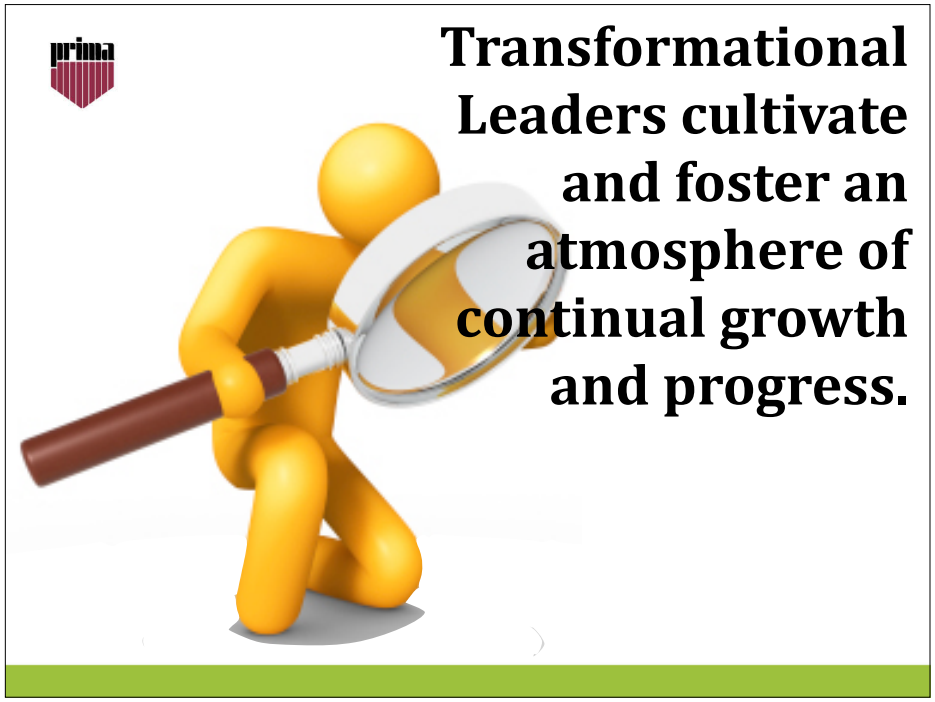
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Transformational Leaders cultivate and foster an atmosphere of continual growth and progress.


Customized Training • Keynotes • Personal Coaching
designed to help you better
ENGAGE, EQUIP, and EMPOWER
your team members.
Randy Anderson works with individuals teams, and entire organizations to help people increase their productivity, help the organizations they work for increase profitability, and to help them find greater fulfillment in their job and in their personal life.
For more information about my background, areas of expertise, and to find my contact information, please visit my website at
e3professionaltrainers.com.
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