



Moving into the Future; the Power of Transformational Leadership

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Leadership is not a noun...it's a verb!



The word “lead” originally meant “to set in motion”, “to accompany someone”

Write 4 leaders alive or gone that you admire. What qualities about their leadership style would you like to emulate?

1. _____
2. _____
3. _____
4. _____

Your Leadership Style

(Leadership Style Test) <http://testyourself.psychtests.com/testid/2152>

https://en.wikipedia.org/wiki/Big_Five_personality_traits

Leadership Effectiveness and Adaptability Description (LEAD)

Rationale Based Leadership

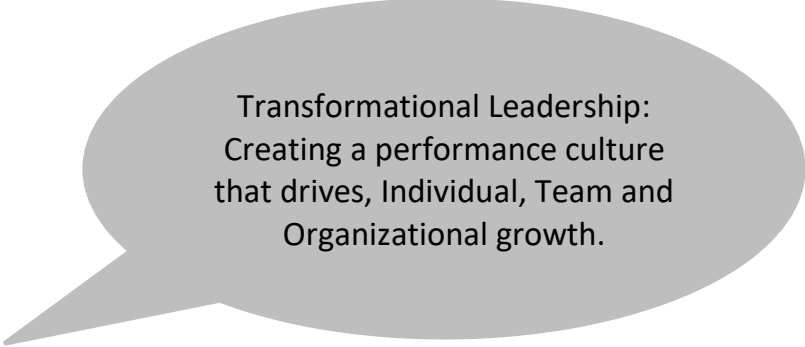
- Transactional and _____
 - Emphasis on salary & appreciation

Emotional Based Leadership

- Work /life success
 - Establishing_____through relationships
 - Understanding of and employee’s self-realization in all aspects of life

Transformational Leadership

Transformational leadership serves to enhance the motivation, morale, and job performance of staff through a variety of mechanisms; these include connecting the staff's sense of identity and self to a project and to the collective identity of the organization; being a role model for staff in order to inspire them and to raise their interest in the project; challenging staff to take greater ownership for their work, and understanding the strengths and weaknesses of staff, allowing the leader to align staff with tasks that enhance their performance.



Transformational Leadership:
Creating a performance culture
that drives, Individual, Team and
Organizational growth.

There are 4 components to transformational leadership, sometimes referred to as the 4 I's:

- Idealized Influence (II) - the leader serves as an ideal role model for followers; the leader "walks the talk," and is admired for this.
- Inspirational Motivation (IM) - Transformational leaders have the ability to inspire and motivate followers. Combined these first two I's are what constitute the transformational leader's charisma.
- Individualized Consideration (IC) - Transformational leaders demonstrate genuine concern for the needs and feelings of followers. This personal attention to each follower is a key element in bringing out their very best efforts.
- Intellectual Stimulation (IS) - the leader challenges followers to be innovative and creative. A common misunderstanding is that transformational leaders are "soft," but the truth is that they constantly challenge followers to higher levels of performance.

Research - What Do Employees Want?

Motivators	Your Ranking	Employee's Ranking
Money	_____	_____
Feeling Cared About*	_____	_____
Interesting Work	_____	_____
Job Security	_____	_____
Being an Insider**	_____	_____
Promotion	_____	_____
Working Conditions	_____	_____
Loyalty of Supervisor	_____	_____
Appreciation/Recognition***	_____	_____
Tactful Disciplining	_____	_____

* *Feeling care about on a personal level by management. "Not just a number."*

** *Feeling included in organizational strategies; asked for their opinions; a vital link in the organization*

*** *Full appreciation of individual contribution and work done.*



Pygmalion Effect

The phenomenon in which greater expectations placed upon people, the better they perform.

≈ The opposite can be true as well...

Relationship = foundation of good leadership

Realities can be influenced
by the expectations of others

Five major personality traits

Extraversion

The two main characteristics of extraverts are affiliation and agency which relate to the social and leadership aspects of their personality, respectively. Extraversion is generally seen as an inspirational trait usually exhibited in transformational leadership.

Neuroticism

Neuroticism gives an individual an anxiety related to productivity which, in a group setting can be debilitating to a degree where they are unlikely to position themselves in a role of transformational leadership due to lower self-esteem and a tendency to shirk from leadership responsibilities.

Openness to experience

Creative expression and emotional responsiveness have been linked to a general tendency of openness to experience. This trait is also seen as a component of transformational leadership as it relates to the ability to give big-picture visionary leadership for an organization.

Agreeableness

Although not a trait which specifically points to transformational leadership, leaders in general possess an agreeable nature stemming from a natural concern for others and high levels of individual consideration. Charisma and idealized influence is a classic ability of individuals who possess agreeability.

Conscientiousness

Strong sense of direction and the ability to put large amounts of productive work into tasks is the by-product of conscientious leaders. This trait is more linked to a transactional form of leadership given the management-based abilities of such individuals and the detail-oriented nature of their personality.

Basic Four Areas of Leadership

● _____ Setting

● _____ Communication

● _____ Trust



● _____ Accountability

Thoughts?

Action Plan:

- 1.
- 2.
- 3.



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