

LeaderTreks

Transactional vs. Transformational Leadership

Definition of Transactional Leadership:

Transactional leadership focuses on the exchange that takes place between what followers give in terms of effort and the rewards they receive. Leaders need to make sure the goal is clear, the resources are available, and the rewards are equitable. This is everyday leadership and most leaders tend to be transactional leaders.

Definition of Transformation Leadership:

Leadership that raises followers to a higher moral or spiritual level where they are sacrificing for a cause beyond themselves. Not many leaders are transformational.

Benefits of Transformational Leadership

1. Improved leadership behavior
2. Greater sense of “team”
3. Stronger sense of mission
4. Improved individual and group performance
5. More innovation
6. Growth as an organization

5 Attributes of Transformational Leadership:

Idealized Influence (Attributed) – The IMAGE of a Leader

A leader who is high in this attribute is someone who closely resembles the follower’s perception of what a leader should be. A leader can improve in this area by watching how he or she dresses and thinking about their presence in front of others.

Idealized Influence (Behavior) – The INFLUENCE of a Leader

This attribute describes the behaviors of a leader. A leader demonstrates self confidence with a strong handshake and strong eye contact. A leader shows they are vulnerable by disclosing personal struggles and showing emotion. These are just a few of the behaviors of a leader.

Intellectual Stimulation – The THOUGHT-PROVOKING mindset of a Leader

A leader who is intellectually stimulating thinks outside the box. He or she is able to challenge their followers by introducing them to new ideas and new ways of thinking.

Inspirational Motivation – The INSPIRATION of a Leader

To be inspirational means to be positive, upbeat, and inspiring about the future. These leaders look at the future in an optimistic way and are able to get their followers excited about it.

Individual Consideration – The CARING of a Leader

Individual consideration is what allows the leader to be personally involved in the lives of their followers. These leaders remember specific details about those they are leading and genuinely care for others.

Discussion Questions:

- Which of these characteristics are you strongest in? Where are you weak?
- How can you tell how you are doing in each area?
- How can you tell when your leadership is transactional and when it is being transformational?
- List 1-3 action steps you can take in each area of transformational leadership that will improve your leadership.

1. _____

2. _____

3. _____