

TRANSFORMATIONAL LEADERSHIP



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THE CONCEPT OF "TRANSFORMATIONAL LEADERSHIP" IS NOT EXPLICITLY MENTIONED IN THE BIBLE, HOWEVER, THERE ARE SEVERAL PASSAGES THAT PROVIDE PRINCIPLES AND EXAMPLES OF LEADERSHIP THAT CAN BE SEEN AS TRANSFORMATIVE. A FEW OF THEM ARE:

Matthew 20:26-28

"But among you it will be different. Whoever wants to be a leader among you must be your servant, and whoever wants to be first among you must become your slave. For even the Son of Man came not to be served but to serve others and to give his life as a ransom for many."

Exodus 18:21

"Moreover, look for able men from all the people, men who fear God, who are trustworthy and hate a bribe, and place such men over the people as chiefs of thousands, of hundreds, of fifties, and of tens."

COUNSELS TO PARENTS, TEACHERS, AND STUDENTS, P. 311

"The true teacher is not satisfied with second-rate attainments. He is not satisfied with mediocrity. He is ambitious for the highest acquirements, knowing that he cannot lead his pupils higher than he himself has ascended."

Two Leadership Concepts

Transactional

Transactional leaders; are those who take a more short-term approach to achieving goals through negotiations and compromise or making deals.

Transformacional

Create change by helping followers become better versions of themselves. They arouse peoples' hopes and aspirations and expectations and rise to higher levels of leadership by responding to those demands.

Five characteristics of transformational leadership Video

- <https://www.youtube.com/watch?v=yOkqygQA6jY>

The 4 "I's" of Transformational Leadership



1. Intellectual Stimulation



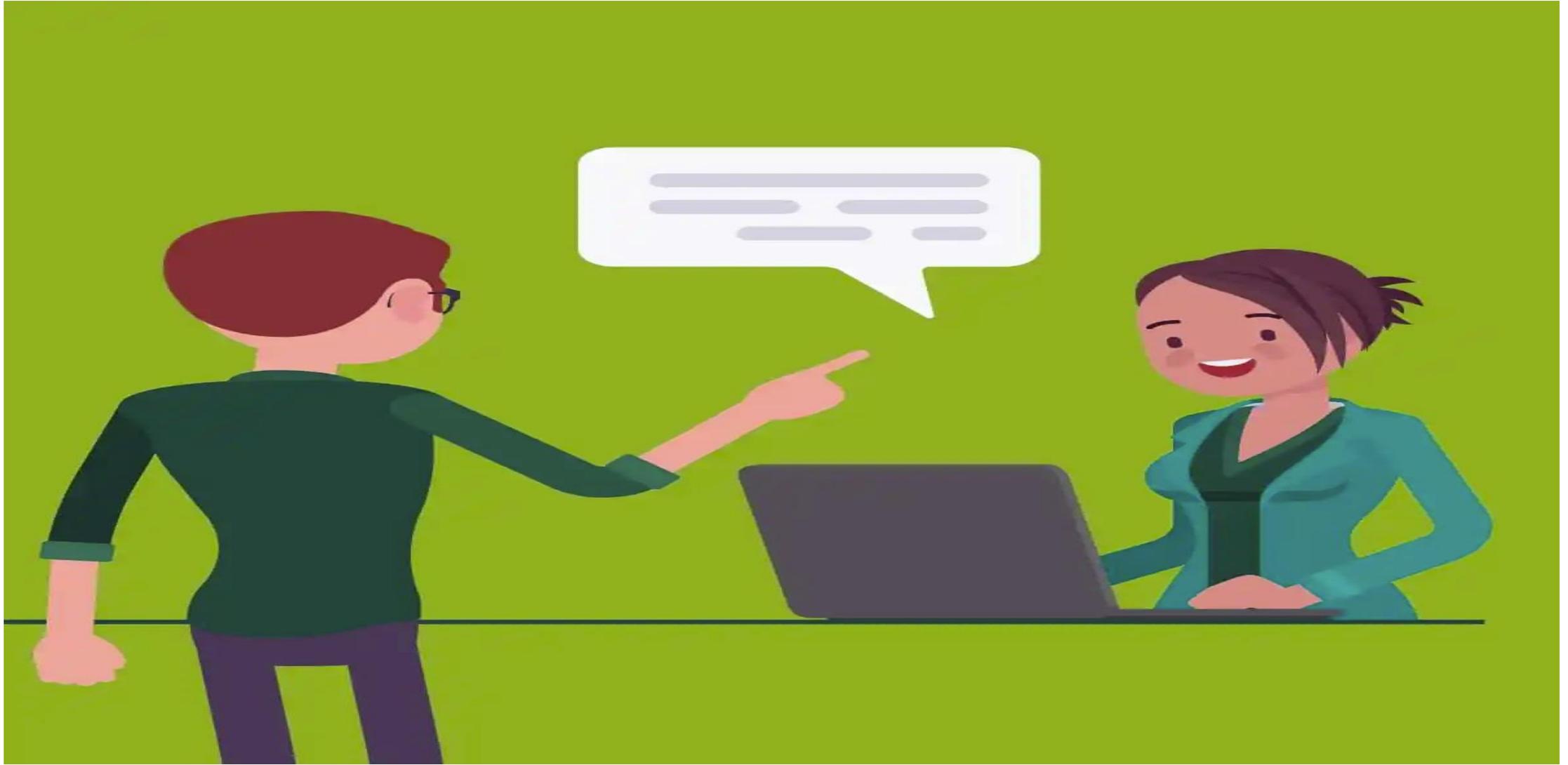
1. Intellectual Stimulation

- Transformational leaders question the “this is the way we’ve always done things” mentally, taking on the status quo and challenging assumptions of even veteran leaders.
- They emphasize new experiences, new opportunities and innovative ways of thinking.

1. Intellectual Stimulation

- By emphasizing the opportunities to grow and learn, rather than focusing on the outcomes of the efforts, the transformational leader removes the “fear factor” from work, empowering employees to constantly be learning and looking for and acting upon opportunities, rather than playing it safe.

2. Individual Consideration



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- One of the key transformational leadership traits is the ability to transmit a sense of the larger culture to the individual, giving employees or members/volunteers a feeling of ownership in organizational goals and independence in the area of service.
- Transformational leaders do not dictate ideas from a bubble and then leave it to others to carry them out.
- They are concerned with the professional development of all and foster positive relationships with them. This involves:
- keeping lines of communication open,

2. Individual Consideration

- Attending to the needs of each person
- Mentoring them and recognizing each person's unique contributions.
- They do not micromanage.
- They lead by communicating a clear vision and creating a work environment where seasoned individuals are are trusted to make decisions in their assigned areas.
- All participants are encouraged to think creatively to find new solutions to longstanding challenges.

3. Inspirational Motivation



3. Inspirational Motivation

- Participants want leaders to impart a vision that is appealing and worthy.
- Transformational leaders do that by communicating a vision so well, that followers internalize it and make the goal of achieving that vision their own.
- That starts with giving participants a strong sense of purpose and setting high standards and expectations for achievement.
- The motivation to achieve is not fear-based but inspired by example.

3. Inspirational Motivation

- Transformational leaders set the high standards and expectations for themselves and then model it for their followers and the organization as a whole.
- Their actions instill the same sense of passion they feel into their followers, whether that be for a project, a goal or the larger organizational vision.
- Participants now have a strong sense of purpose and “mission mindset” to achieve their goals.

4. Idealized Influence



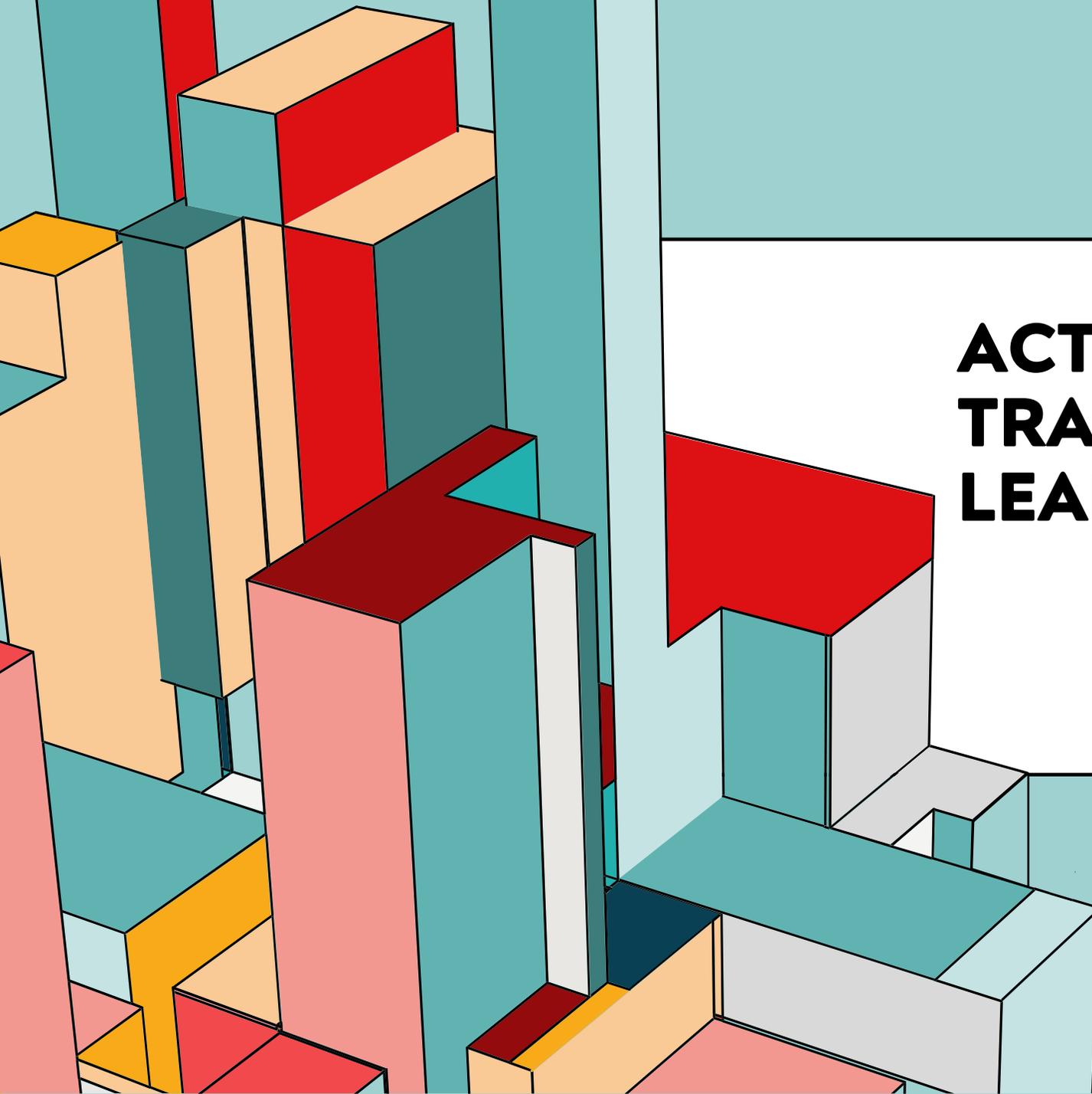
4. Idealized Influence

- As mentioned above, the best way to impart inspirational motivation to employees is to positively model it.
- Transformational leaders serve as role models for followers in every way.
- That also includes modeling ethical and socially desirable behavior, maintaining a dedication to work goals and exhibiting enthusiasm about organizational strategy.

4. Idealized Influence

- Leaders who have developed idealized influence are trusted and respected by participants to make good decisions, and not just “for the good of the organization,” but for the good of the team and for them as individuals.
- With this trust, employees become followers who want to emulate their leaders and internalize their ideals.

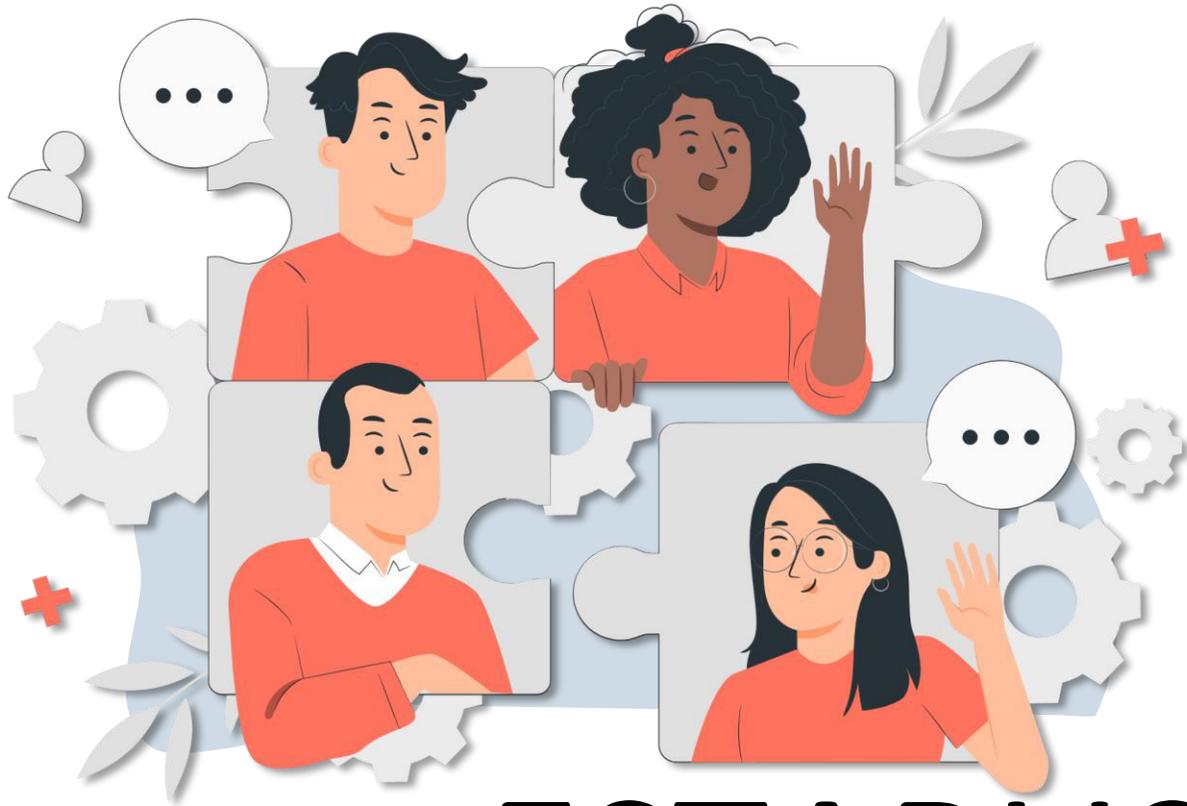
- <https://www.michiganstateuniversityonline.com/resources/leadership/4-is-of-transformational-leadership/>



ACTIONS OF TRANSFORMATIONAL LEADERS



Steps to transform
your ministry, church,
department or
institution from good
to great.



01

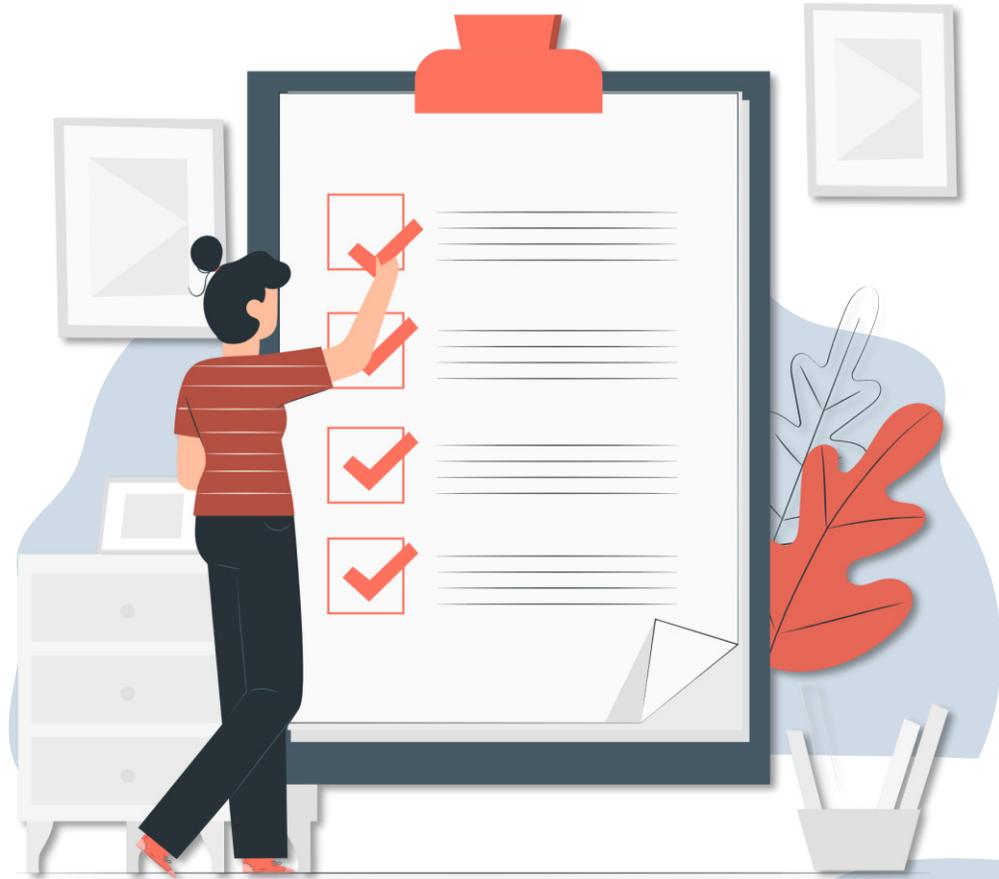
ESTABLISH A GUIDING TEAM

ESTABLISH A GUIDING TEAM

01 Committed
people

02 Common goals
and values

03 Achievements and
clear objectives



02

CONDUCT RELEVANT SURVEYS

CONDUCT

RELEVANT SURVEYS

- 01 Evaluation of the work and the affected areas.
- 02 Get all points of view.
- 03 Open research that represents the needs of respondents.



03

CREATE

A SENSE OF URGENCY

CREATE

A SENSE OF URGENCY

01 Identify potential threats.

02 Examine the opportunities.

03 Initiate dialogues and discussions.

04 Request participation and support.



04

DEVELOP THE VISION

DEVELOP

THE VISION

Determine values, define vision and strategies. Leaders must be able to describe the vision clearly and collaborators easily understand and follow.



05

EMPOWER
THE TEAM

EMPOWER THE TEAM

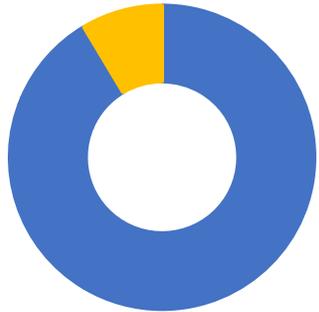
01

Remove obstacles.

02

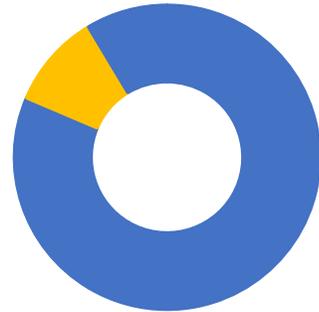
Clear the way.

To empower the team it is necessary to have:



Purpose

Define the purpose clearly



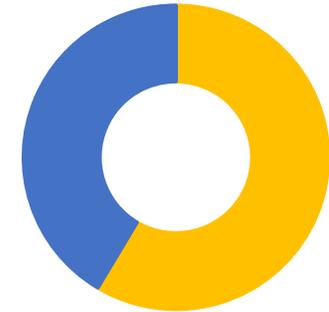
EXPECTATIONS

Set performance expectations



PERFORMANCE

Make performance data transparent



RESOURCES

Provide resources to get the job done

To empower the team it is necessary to have:

TRAINING

Invest in their development and training in decision-making, new technologies and creativity.

AUTONOMY

Give them true autonomy to make decisions.

LISTENING

Listen and act on their suggestions.



06

COMMUNICATE

COMMUNICATE

01

Articulate the connections between new behaviors and organizational success

02

organizational success



07

IMPLEMENT

IMPLEMENT

01

Achievements need to be recognized, collected and communicated to track progress and motivate volunteers to continue.

IMPLEMENT

Articulate connections between new behaviors and organizational success.

02

Keep them going until old habits are strengthened and replaced.

Practice new mental models

LEAD THE CHANGE

- **Visionary thinking,**
- **Ability to tackle complex problems**
- **Create a sense of urgency**
- **Involve more members.**

MENTALIZE

- Understand and interpret one's own and others' thoughts, feelings, desires, and intentions.

REGULATE YOUR IMPULSES AND EMOTIONS

Engage in activities that help you manage stress and emotions in a healthy way

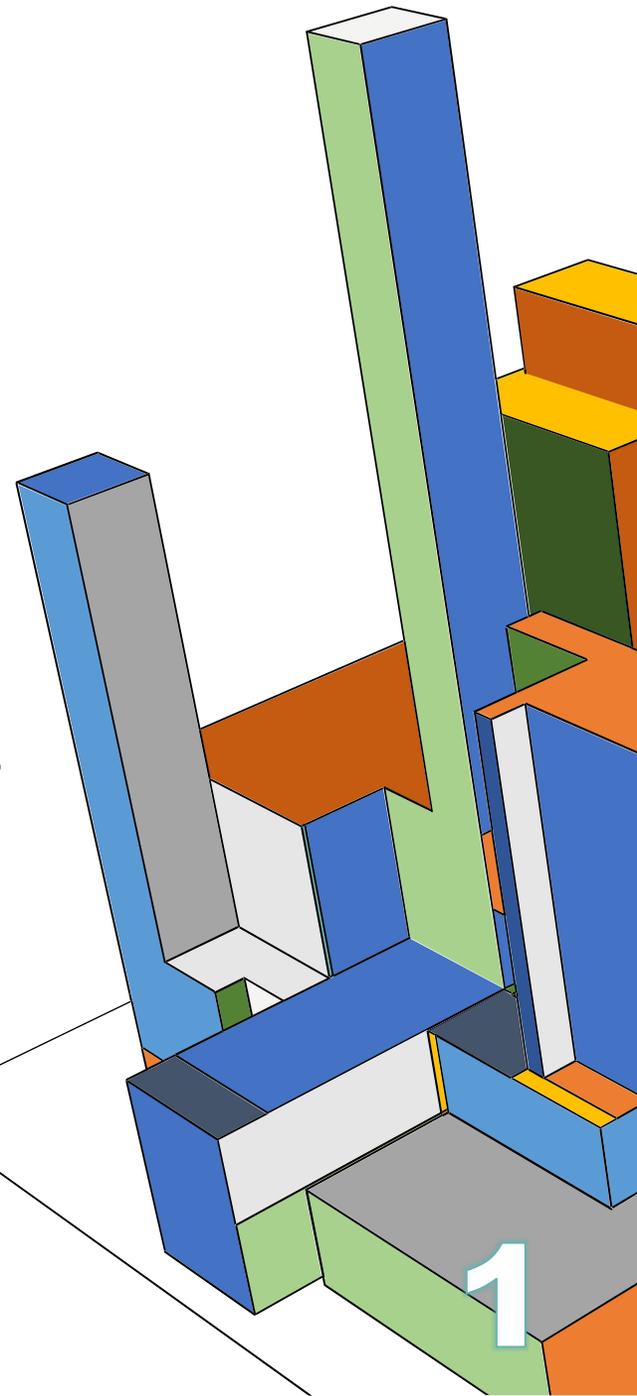
EXERCISE CARE

Manage your personal health; your relationships and welfare

Practice new mental models

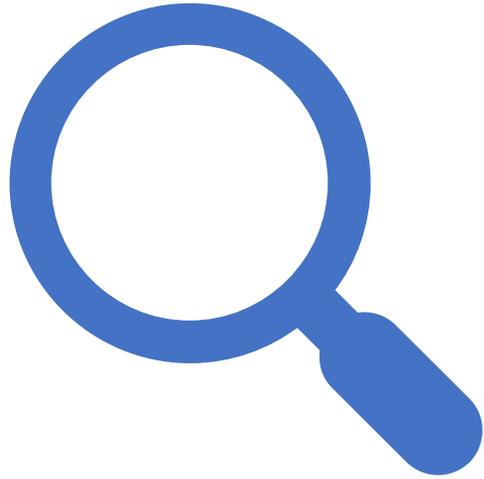
ANSWER CRITICAL QUESTIONS:

- What is this organization, ministry, church, etc. here for?
- What impact could we have if we reached our goals?
- What do we need to change or leave behind in order to progress?
- What does this opportunity require?
- What do we need to overcome?
- What will be the consequences if we follow this course, and if we don't?



**INVOLVE ALL
MEMBERS:**

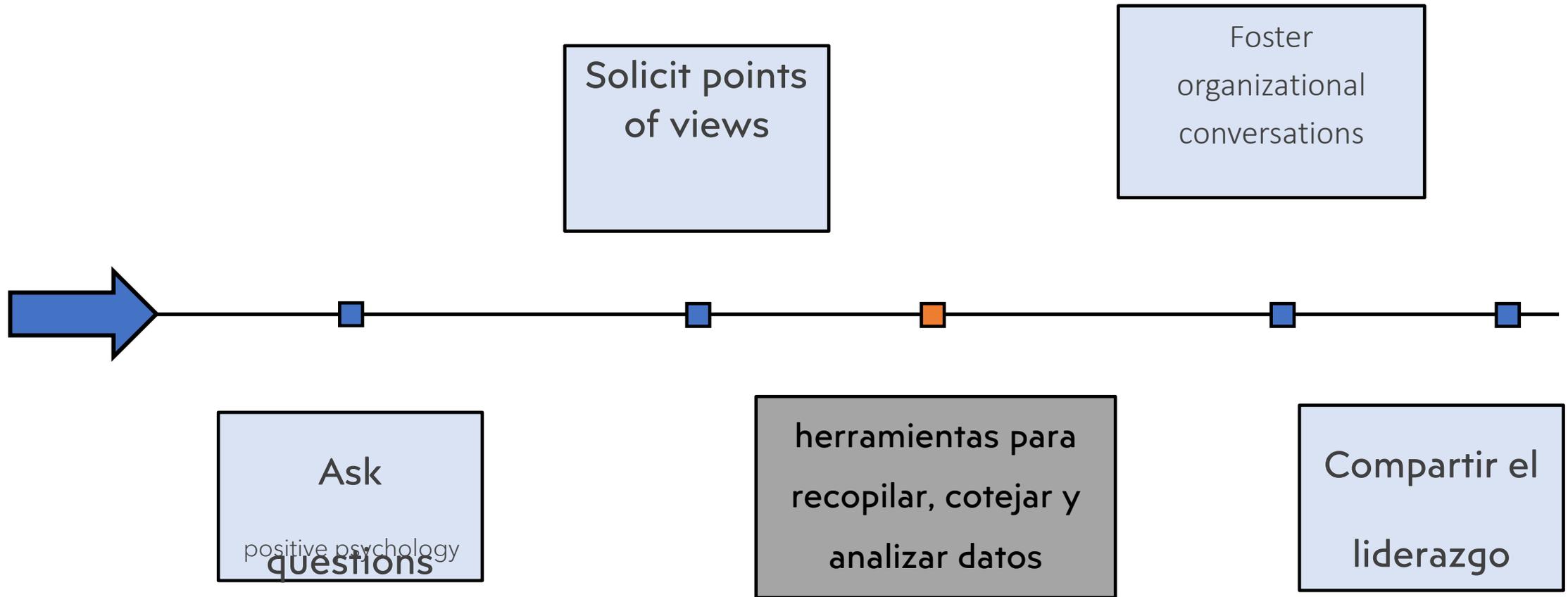
“Let us put our hands to the assigned work, and proclaim the message that must make men and women understand their danger. If each Seventh-day Adventist had fulfilled his part, the number of believers would now be much greater ”(Testimonies for the church, v. 9, p. 21)



8. EVALUATE:

Assess systems and processes to ensure management practices reinforce the new behaviors, mindsets and ways of working that you have invested in.

TO IDENTIFY SIGNS OF WEAKNESS



Selecting who should lead in the different stages is essential and will depend on:



TRUST

Who enjoys
the trust of the
members



STRENGTHS

The respective
strengths of the
individuals
involved



SKILLS

Who possesses
the
appropriate
styles and skills

FEEDBACK:

Achieve continuous improvement by looking at individual success stories and improving from those individual experiences.



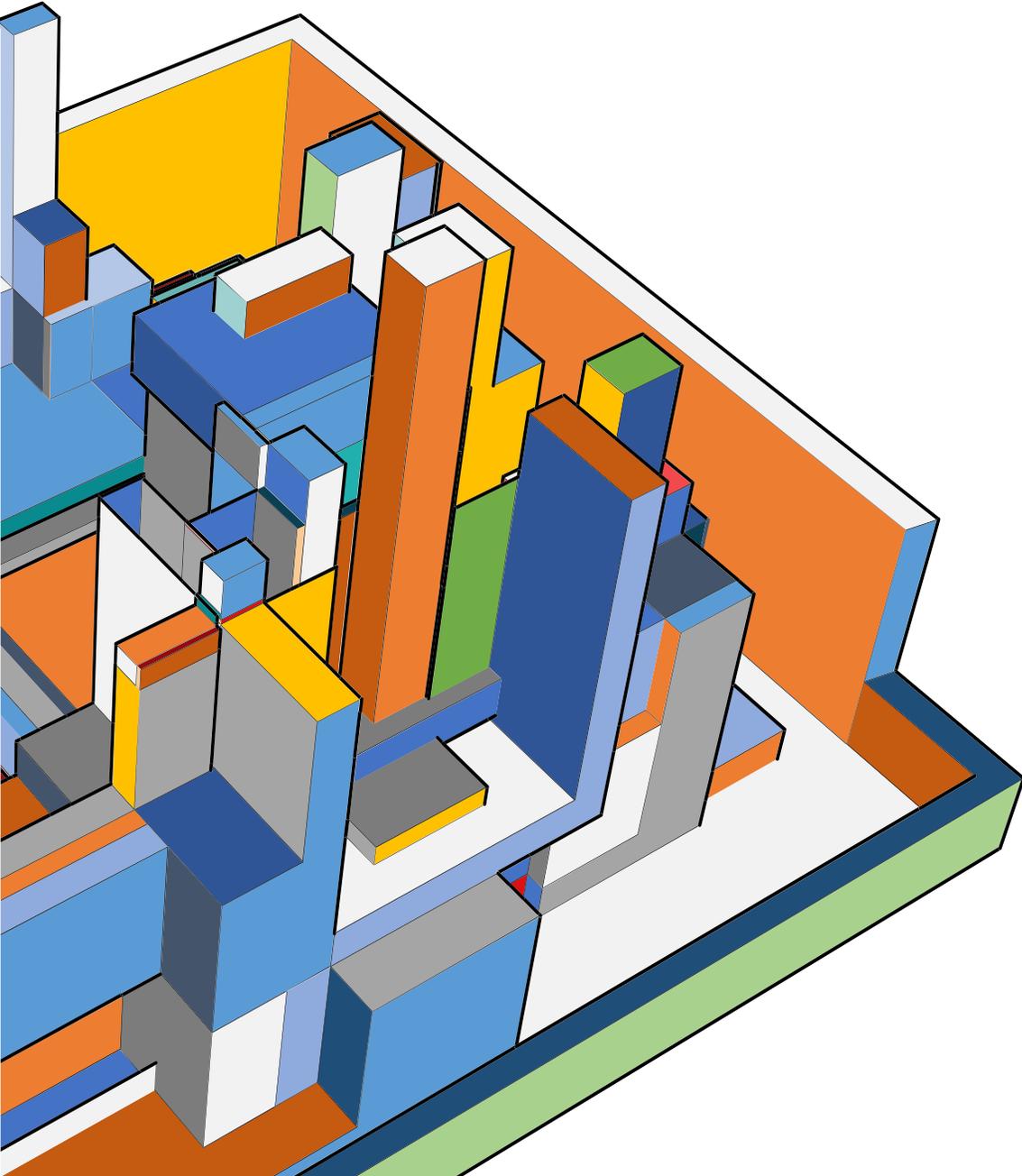
MANAGE RESISTANCE:

Ensure that the support of existing organizational leaders as well as new leaders continue to extend their support for the change.



Conclusion

The actions of a "Transformational Leader" direct the changes through a clear purpose, good relationships with the entire team and the empowerment of all.



SOURCES

<https://www.michiganstateuniversityonline.com/resources/leadership/4-is-of-transformational-leadership/>

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