Transformational Leadership

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DO YOU WANT TO BE A LEADER?
<table>
<thead>
<tr>
<th><strong>Leader</strong></th>
<th><strong>Manager</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Does the right things!</td>
<td>Does the things right!</td>
</tr>
<tr>
<td>Challenges</td>
<td>Maintains</td>
</tr>
<tr>
<td>Originates</td>
<td>Administers</td>
</tr>
<tr>
<td>People focus</td>
<td>System focus</td>
</tr>
<tr>
<td>Inspires/motivates</td>
<td>Control /Solve problems</td>
</tr>
<tr>
<td>Strategic thinker</td>
<td>Operational thinker</td>
</tr>
<tr>
<td>Asks why?</td>
<td>Asks when?</td>
</tr>
<tr>
<td>Long term thinker</td>
<td>Plans for execution / output</td>
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</tbody>
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Transformational leadership is a leadership style in which leaders encourage, inspire and motivate employees to innovate and create change that will help grow and shape the future success of the company.
4 Elements of Transformational Leaders

- Transformational Leader
- Idealized Influence
- Inspirational Motivation
- Intellectual Stimulation
- Individualized Consideration
Idealized Influence (Charisma)

- The degree to which the leader behaves in admirable ways that cause followers to identify with the leader. Leader charisma generates loyalty and appreciation from followers.

Sample Items:

<table>
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<tr>
<th>Displays a sense of power and confidence</th>
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<tr>
<td>Instills pride in the followers for being associated with the leader</td>
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<tr>
<td>Goes beyond self-interest for the good of the group</td>
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The degree to which the leader articulates a vision that is appealing and inspiring to followers. Leaders with inspirational motivation challenge followers with high standards, communicate optimism about future goal attainment, and provide meaning for the task at hand.

Sample Items:

- Talks enthusiastically about what needs to be accomplished
- Articulates a compelling vision of the future
- Expresses confidence that goals will be achieved
When the leader helps followers to become more innovative and creative

**Sample Items:**

- Seeks differing perspectives when solving problems
- Gets me to look at problems from many different angles
- Suggests new ways of looking at how to complete assignments
When the leader pays attention to the developmental needs of followers, supports and coaches the development of the followers, also delegates assignments as opportunities for growth.

**Sample Items:**

<p>| | |</p>
<table>
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<tr>
<td>Spends time teaching and coaching</td>
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<tr>
<td>Treats me as an individual rather than just as a member of a group</td>
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</tr>
<tr>
<td>Helps me to develop my strengths</td>
<td></td>
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</tbody>
</table>
Effectiveness

- Effective in meeting my job-related needs
- Effective in representing me to higher authority
- Effective in meeting organizational requirements
Satisfaction

- Uses methods of leadership that are satisfying
- Works with me in a satisfactory way
- Increases my willingness to try harder
Extra Effort

- Gets me to do more than I expected to do
- Heightens my desire to succeed
- Leads a group that is effective
Psychological Empowerment

- A set of psychological states that are necessary for individuals to feel a sense of control in relation to their work.

  a) **Meaning**: the value of work goals judged in relation to an individual’s own ideas

  b) **Competence (self-efficacy)**: an individual’s belief in his or her capability to perform activities with skill

  c) **Determination**: the reflection of autonomy in the initiation and continuation of work processes

  d) **Impact**: the degree to which an individual can influence strategic, administrative or operating work outcomes
Transformational Leadership
A key to empower your Employees

Transformational LEADERSHIP

I love my job!
1. Know your emotions
2. Manage your emotions
3. Motivate yourself
4. Recognize & understand other people's emotions
5. Manage relationships (others' emotions)
PLEASE BE CAREFUL

Follow your Dreams..
Never say Never