



Transformational Leadership

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Are you a transactional leader or are you transformational?

- ***Transactional:*** Transactional leadership seeks to maintain order within a system or structure that is already in place within a company. Transactional leaders expect their team to follow their lead in a disciplined fashion and to adhere to company norms.
- ***Transformational:*** Transformational leaders are driven by vision and focus on identifying and building the core strengths of their team members to propel the organization forward. Transformational leaders don't demand that their team follow their lead but inspire them to do so by fostering a dedication to a collective sense of identity within the organization.

What is Transformational Leadership?

- Transformational leadership is a leadership style that can inspire positive changes in those who follow. Transformational leaders are generally energetic, enthusiastic, and passionate. Not only are these leaders concerned and involved in the process, but they are also focused on helping every member of the group succeed.
- Transformational leaders take control of situations by conveying a clear vision of the group's goals. These leaders have a marked passion for the work and an ability to make the rest of the group feel recharged and energized.
- Transformational leadership can be defined based on the impact that it has on followers...It fuels a positive business culture

Traits consistent with TL?

- Able to encourage others to communicate and participate
- Active listening skills
- Adaptability
- Authenticity and genuineness
- Creativity
- Emotionally intelligent
- Inspirational
- Open-mindedness
- Proactive problem-solvers
- Self-awareness
- Supportive
- Willingness to take responsibility
- Willingness to take well-informed risks

5 Main Qualities?

- Authenticity
- Self-awareness
- Humility
- Collaboration
- Interdependence
the state of being dependent upon one another

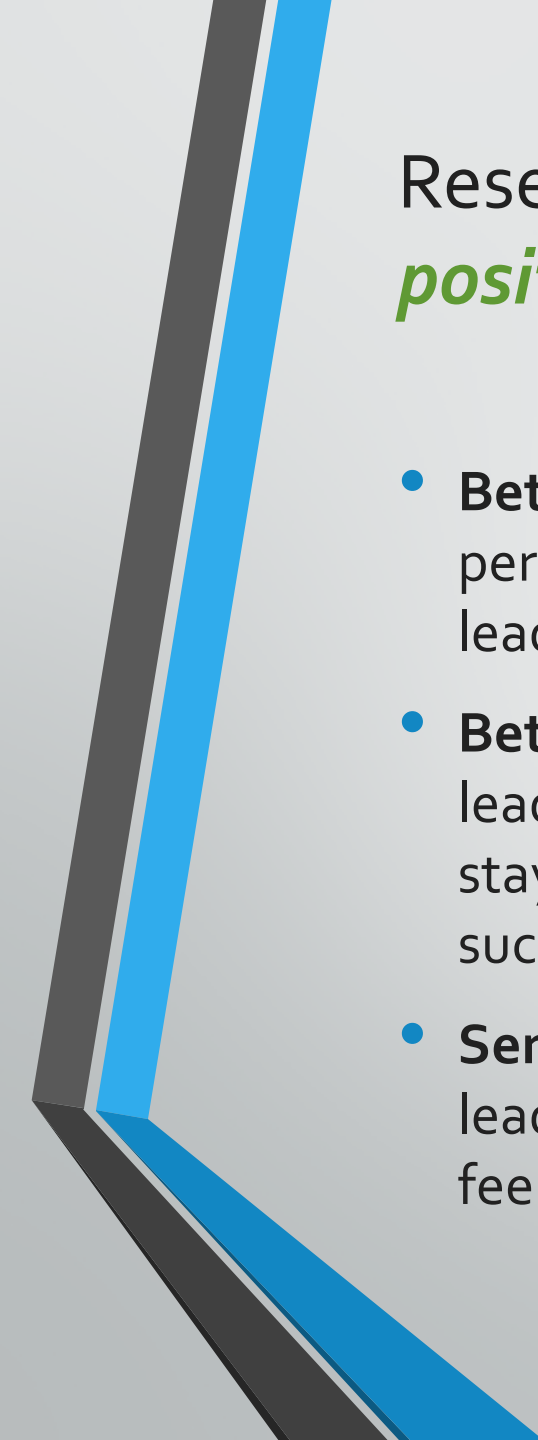
4 Main Elements of Transformational Leadership...



4 Main Elements of Transformational Leadership

- **Intellectual stimulation:** Transformational leaders not only challenge the status quo; they also encourage creativity among followers. The leader encourages followers to explore new ways of doing things and new opportunities to learn.
- **Individualized consideration:** Transformational leadership also involves supporting and encouraging individual followers. To foster supportive relationships, transformational leaders keep lines of communication open so that followers feel free to share ideas and so that leaders can offer immediate recognition of the unique contributions of each follower.
- **Inspirational motivation:** Transformational leaders have a clear vision that they can articulate to followers. These leaders can also help followers experience the same passion and motivation to fulfill these goals.
- **Idealized influence:** The transformational leader serves as a role model for followers. Because followers trust and respect the leader, they emulate this individual and internalize their ideals.

**Groups led by this type of leader tend to be both successful and loyal. They give a lot to the team and care deeply about the group's ability to accomplish its goals. Turnover tends to be relatively low as transformational leaders can inspire a great deal of commitment in their followers.



Researchers have found that this style of leadership can have a *positive effect* on the group. Some of these effects include:

- **Better performance:** Those led by transformational individuals have better performance and are more satisfied than those in groups with different types of leaders.³
- **Better well-being:** Employees who identified a higher level of transformational leadership in their employers also reported higher levels of well-being. The effect stayed significant even after researchers controlled for factors linked to well-being, such as job strain, education, and age.⁴
- **Sense of empowerment:** This is attributed to the fact that transformational leaders believe that their followers can do their best, leading group members to feel inspired and empowered.

Why is Transformational Leadership so critical today?

- Global digital transformation
- We are witnessing change and unpredictability constantly – we need to adapt to this new culture. Days of leading with an iron fist are long gone
- Gen Z (1997 – 2012)
- Generation Alpha (2013 – 2025)

Transforming transformational leadership – Lesley Hayes

<https://youtu.be/n3sEybeRzZI>

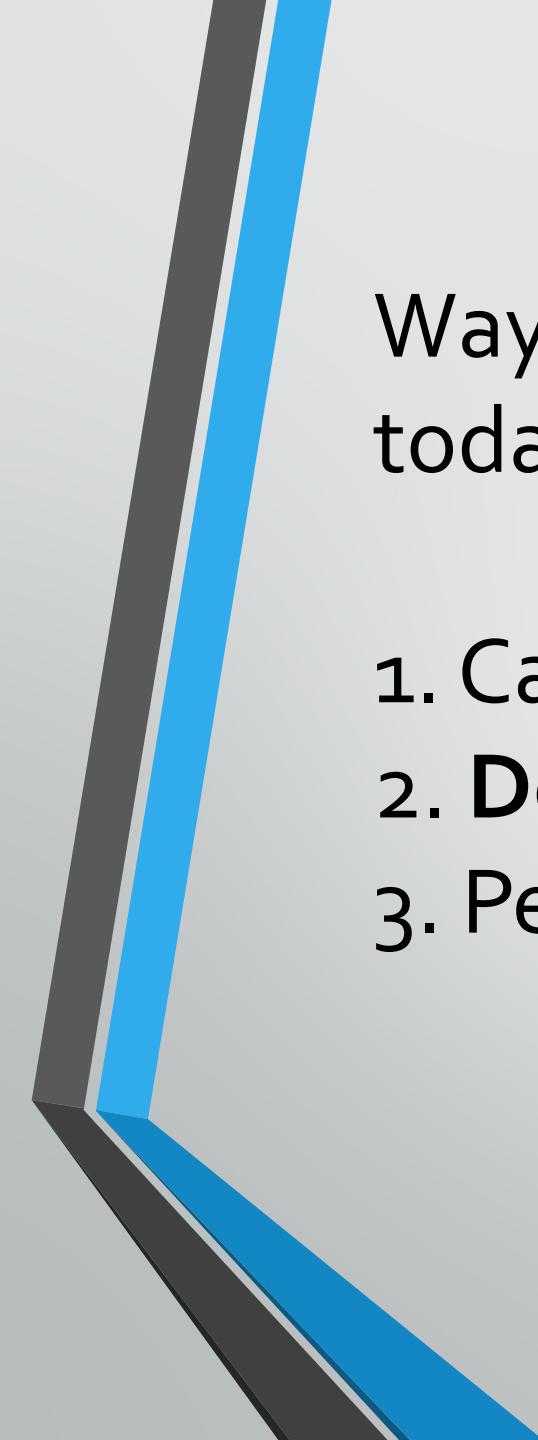
Place your hand over your heart, feel that? Your heartbeat is always happening, but now you are aware of it...that's called purpose, if you lead with that purpose, people will ALWAYS follow!

What can you do to be a more Transformational Leader?

- Acquiring communication skills such as resolving workplace conflicts and recognizing employees' needs are important parts of transformational leadership. This type of training can serve as essential parts of health promotion efforts in the workplace to help improve employee well-being.
- A robust and positive future vision plays a critical role. Not only is it essential to believe in this vision yourself, but you've also got to inspire others to buy into your vision as well. –

As quoted by Simon Sinek ***"If you hire people just because they can do a job, they'll work for your money...but if you hire people who believe in what you believe in, they'll work for you with blood, sweat and tears!!!"***

- You can also develop your transformational skills by being:
 - Genuine
 - Passionate
 - Supportive
 - Trustworthy



Ways to inspire, engage, remind our caregivers of today “why” we do what we do?

1. Carry out Town Hall consistently
2. **Do not** miss your Nurse/CNA meetings monthly
3. Perform employee engagement (next slide)

What are some things that you do to find joy and peace?



Spending time with my children



Traveling with my soulmate



- Loving on my furry best friends

Lastly.....BE INTENTIONAL!

- ***Be Intentional***: Intentional leadership is one of the most powerful ways to nurture transformation and discovery in your people, as they learn, grow, develop and succeed, while your business, your team, and you achieve significant results.

*****The Seat of the Soul – by Gary Zukav (1989) – authentic power, changes how you see the world***

Some of my favorite quotes...

- 1) Non-judgemental justice is a perception that allows you to see everything in life but does not engage your negative emotions.
- 2) From the perception of the multisensory human, the intention behind an action determines its effects, every intention affects both us and others, and the effects of intentions extend far beyond the physical world
- 3) When the personality comes fully to serve the energy of its soul, that is authentic empowerment.



So why...after a global pandemic and staffing shortages across healthcare do caregivers still chose to work in long-term care???



Questions?