



SPRING 2018

Fellows Leaders

We will begin the training at 8 p.m. ET / 7 p.m. CT



OFA

Housekeeping items



SPRING 2018 OFA FELLOWS LEADERS

Part 5: Transformational Leadership

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#OFAFellows



WORKSHEET

Week 5

[Bit.ly/week5worksheet](https://bit.ly/week5worksheet)

GOALS FOR THIS SESSION

**Define the concept of
transformational leadership**

GOALS FOR THIS SESSION

**Relate the principles of
transformational leadership
to your work**

GOALS FOR THIS SESSION

Compare your current leadership style to the characteristics of transformational leadership

The background image shows a woman with dark hair, wearing a white t-shirt, speaking and gesturing with her hands. She is in the center of the frame. To her right, another woman with glasses is partially visible, looking towards the speaker. The background is blurred, suggesting a large gathering or conference. A dark, semi-transparent overlay covers the entire image, making the white text stand out.

Transformational Leadership



"We choose hope over fear. We see the future not as something out of control, but as something we shape for the better through concerted and collective effort."

Barack Obama

**What is
transformational
leadership?**

Transformational Leadership:

"The process whereby a person engages with others and creates a connection that raises the level of motivation and morality in both the leader and follower."

James MacGregor Burns
(1978)

What this leader is...

- Attentive to the needs and motives of followers

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- Helps followers reach their full potential

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- Attentive to the needs and motives of followers
- Helps followers reach their full potential
- Displays and lives a sense of justice and morality that is not defined by the people that follow or the organization they lead

**So what's so special about
it?**

**The leader and
followers are inextricably
bound together in the
transformation process.**

A DICHOTOMOUS MODEL

Transformational

Process--> leaders and followers are connected in motivation, morality to effect transformative personal and organizational change.

&

Transactional

Refers to the bulk of leadership though – focuses on exchanges that occur between leaders and their followers.

QUESTION:

What are some examples of transactional leadership?

Examples of transactional leadership

- A politician winning votes by promising “no new taxes”

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- A manager who offers promotions to employees who surpass their goals

Examples of transactional leadership

- A politician winning votes by promising “no new taxes”
- A manager who offers promotions to employees who surpass their goals
- Teachers giving their students a grade for work

A background image of a woman with dark hair, wearing a white t-shirt, speaking into a microphone at a conference. She is gesturing with her right hand. To her right, another woman with glasses is partially visible, looking towards the speaker. The image is overlaid with a semi-transparent dark blue filter.

Transformational leadership characteristics

Characteristics of transformational leadership

IDEALIZED INFLUENCED

- The emotional component
- Leaders act as strong role models for followers
- Attributional and behavioral—followers emulate

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- Leaders communicate high standards
- Inspire followers through motivation and shared vision
- Focuses on team spirit, symbols, emotional appeals

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INDIVIDUALIZED CONSIDERATION

- Supportive climate that listens to needs
- Leaders coach and advise
- Delegates and allows followers to work through challenges

**And because both leader
and follower transforms,
there is an individual
component...**

Transformative learning:

The process by which people examine problematic frames of reference to make them more inclusive, discriminating, open, reflective, and emotionally able to change.

Jack Mezirow
Transformational learning

10 minutes

Discuss

Worksheet:

bit.ly/week5worksheet

What are the biggest ways your community needs to transform?

In other words,

- What is your vision for transformation?
- What characteristics do **you** need to adopt?
- How do you envision your fellows team helping this goal?

After studying situational, servant, and transformational leadership—which one do you identify with the most?



Type in the chat box

QUESTION:

After studying servant and transformational leadership—which one do you identify with the most?

#OFAFellows

Questions?



HOMEWORK ASSIGNMENT

Week 5

[Bit.ly/week5worksheet](https://bit.ly/week5worksheet)

OFA Training

Thank you for joining today's webinar.

Check the Fellows Leader website for a copy of the material covered today, including a video and audio recording of the webinar.

Email fellows@ofa.us with any questions.

Bit.ly/transformeval