

TRANSFORMATIONAL LEADERSHIP

Guiding Through Inspiration

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Transactional

VS.

Transformational

TRANSACTIONAL vs. TRANSFORMATIONAL

- Link between effort and reward
- Responsive; deals with present issues
- Arouse emotions in others, motivating them to act beyond the framework of “exchange relations”
- Proactive and forms new expectations in others

TRANSACTIONAL vs. TRANSFORMATIONAL

- Control followers through inducement, reward, punishment and sanction
- Set goals and promise rewards for desired performance
- Inspire and provide individualized consideration, intellectual stimulation and idealized influence
- Create learning opportunities for others; motivate and stimulate them to solve problems

TRANSACTIONAL vs. TRANSFORMATIONAL

- Depend on power to reinforce followers to their successful completion of the bargain
- Use technical knowledge to determine the change process
- Good visioning, rhetorical and management skills to form strong emotional bonds with others
- Seek adaptive solutions to engage hearts and minds in the change process

TRANSFORMATIONAL QUALITIES

- Keep ego in check
- Self-management
- Take the right risks
- Make difficult decisions
- Share collective organizational consciousness
- Inspirational
- Entertain new ideas
- Adaptability
- Proactive
- Lead with vision

*One of the greatest
transformational leaders
of our time...*



Elle Woods



MR. FLOYD

MR. BARNES

MS. PALDEN

*Transformational leaders
achieve objectives through
higher ideals and
moral values.*

*Transformational leaders
can make difficult
decisions easily if they
align with their values
and beliefs.*



HD

*Transformational leaders
look beyond the immediate
problem and can create a
compelling vision of the
future to find solutions.*

*Transformational leaders
work to change the system
rather than work within a
broken system.*



*Transformational leaders
treat others with respect,
leading by example,
not ego.*

*Transformational leaders
are able to adapt to any
situation and make the
best of it.*



*Transformational leaders
inspire and praise others
while recognizing the value
they bring to the team.*

*Transformational leaders
work to change the
organizational culture by
implementing new ideas.*



MR. FLOYD

MR. SAMPSON

MS. PALMER

*Transformational leaders
make individuals rise to the
occasion by understanding
what motivates and
inspires them.*

*Transformational leaders
find motivation from within
and use that as the driving
force to effectively manage*



HD

Transformational leaders
“walk the talk.”

*Transformational leaders
inspire others to
transcend their own self
interests for the greater
good of the organization.*



HD

*Transformational leaders
take calculated risks that
more often than not result
in positive outcomes.*

*Transformational leaders
are charismatic, provide
vision and sense of
mission, instills pride, and
gains trust and respect.*

- *Find what motivates you to do your best*
- *Makes decisions based on what's right*
- *Check your ego*
- *Take the right risks*
- *Have organizational consciousness*

- *Be adaptable in any situation*
- *Listen to others and entertain new ideas*
- *Inspire others by being an example*
- *Be proactive rather than reactive*
- *Have a vision*

*My personal advice for
being a transformational
leader.....*

*You don't have to have to
like everybody, but you do
have to be nice to
everybody.*

Thank you!