

TRANSFORMATIONAL LEADERSHIP

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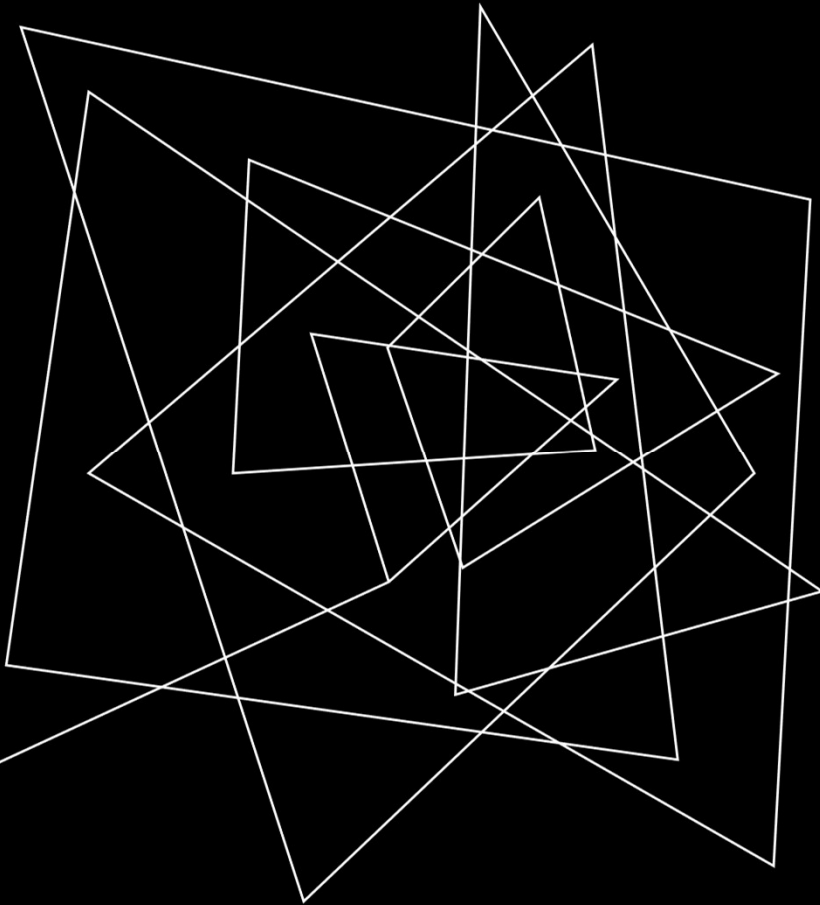
REGARDLESS OF INDUSTRY, WHEN PEOPLE LEAVE, MOST ARE QUITTING THEIR BOSS & COMPANY CULTURE, NOT THEIR WORK.

THE PANDEMIC BROUGHT TO LIGHT WHAT MANY HAVE KNOWN FOR A LONG TIME, THE WAY WE WORK NEEDS TO CHANGE. THIS IS THE WORK OF LEADERSHIP TO HELP AGENCIES TRANSFORM & CHANGE & HONOR THE WORKFORCE THAT MAKE OUR MISSIONS HAPPEN.



WHAT IS A TRANSFORMATIONAL LEADER?

Transformational leaders know how to encourage, inspire and motivate employees to perform in ways that create meaningful change. The result is an engaged workforce that's empowered to innovate and help shape BOTH the organization's future success, as well as the success of the team.



Tactical leaders

focus on solving straightforward problems with operations-oriented expertise.

Strategic leaders

are very future-focused with an ability to maintain a specific vision while forecasting industry and market trends.

Transformational leaders

understand the need for strategic plans, strong decision making, AND facilitating organizational collaboration that can help drive a vision forward.



WHAT STYLE DO YOU FIND
YOURSELF IN MOST
FREQUENTLY?

WHERE DO YOU WANT TO
BE?

WHAT GETS IN YOUR WAY?



**TRANSFORMATION STARTS WITH
INTENTIONALITY**

**TRANSFORMATIONAL LEADERSHIP
IS SERVANT LEADERSHIP,
WORKING WITH AND FOR THE TEAM
AND
GROWTH OF THE ORGANIZATION**

**THE POWER OF
AND...**



TRANSACTIONAL LEADERSHIP

Transactional leadership is based on a system of exchanges between the leader and each employee.

Employees receive positive reinforcement for meeting specific goals. An effective transactional leader is adept at recognizing and rewarding accomplishments in a timely manner.

Within this leadership style, team members are typically evaluated and given feedback based on predetermined performance criteria. Workers aren't necessarily expected to think innovatively about the tasks at hand.



TRANSFORMATIONAL LEADERSHIP

Transformational leaders inspire employees in ways that go beyond exchanges and rewards. This approach can increase a team's intrinsic motivation by expressing the value and purpose behind the organization's goals.

A transformational leadership style inspires employees to strive beyond required expectations to work toward a shared vision, whereas transactional leadership focuses more on extrinsic motivation for the performance of specific job tasks. Learning to balance these styles can help leaders reach their full potential.



4 COMPONENTS OF TRANSFORMATIONAL LEADERSHIP

Individualized consideration — Transformational leaders listen to employees' concerns and needs so they can provide adequate support. They operate from the understanding that what motivates one person may not motivate someone else. As a result, they're able to adapt their management styles to accommodate various individuals on their team.

Inspirational motivation — Transformational leaders are able to articulate a unified vision that encourages team members to exceed expectations. They understand that the most motivated employees are the ones who have a strong sense of purpose. These leaders are not afraid to challenge employees. They remain optimistic about future goals and are skilled at giving meaning to the tasks at hand.



4 COMPONENTS OF TRANSFORMATIONAL LEADERSHIP

Idealized influence — Transformational leaders model ethical behavior. Their moral conduct earns a necessary level of respect and trust. This can help leaders steer decision-making that works to improve the entire organization.

Intellectual stimulation — Transformational leaders regularly challenge assumptions, take risks and solicit team members' input and ideas. They don't fear failure, and instead foster an environment where it's safe to have conversations, be creative and voice diverse perspectives. This empowers employees to ask questions, practice a greater level of autonomy and ultimately determine more effective ways to execute their tasks.



5 QUALITIES OF TRANSFORMATIONAL LEADERSHIP

1. Good transformational leaders practice self-awareness

Transformational leaders thrive on personal growth and know their strengths and weaknesses. They often take time to reflect and set daily or weekly goals. These leaders believe everyone, including themselves, should be continually learning and improving.

2. They remain open-minded

Remaining open to new ideas and fresh perspectives is an important aspect of transformational leadership. Rather than jumping to conclusions, these leaders regularly gather feedback and ideas from a range of sources before making strategic decisions.

3. The best transformational leaders are adaptable and innovative

Good transformational leaders understand changing business dynamics and are always finding innovative ways to stay ahead of the curve. They're unafraid to alter traditional approaches that have worked in the past as they look toward the future.



5 QUALITIES OF TRANSFORMATIONAL LEADERSHIP

4. Good transformational leaders are proactive

Leaders cannot simply sit around and wait for change to happen. Rather, they make proactive decisions and bold choices that can set the tone for others to follow.

5. They lead with humility

Finally, transformational leaders take little issue with admitting they don't have all the answers. While they can remain confident in their goals and abilities, they're also able to keep their egos in check and do what's right for their team or organization.

THE 5 LEVELS OF LEADERSHIP




5 LEVELS OF LEADERSHIP: JOHN MAXWELL

3 TRAITS TO TRANSFORM YOUR LEADERSHIP

1. EMPATHY – HOW ARE YOU DEMONSTRATING CARE FOR YOUR TEAM?
2. SELFLESSNESS: (WITH BOUNDARIES SO YOU ARE SAFE)
3. LEADING YOURSELF SUCCESSFULLY TO LEAD OTHERS SUCCESSFULLY

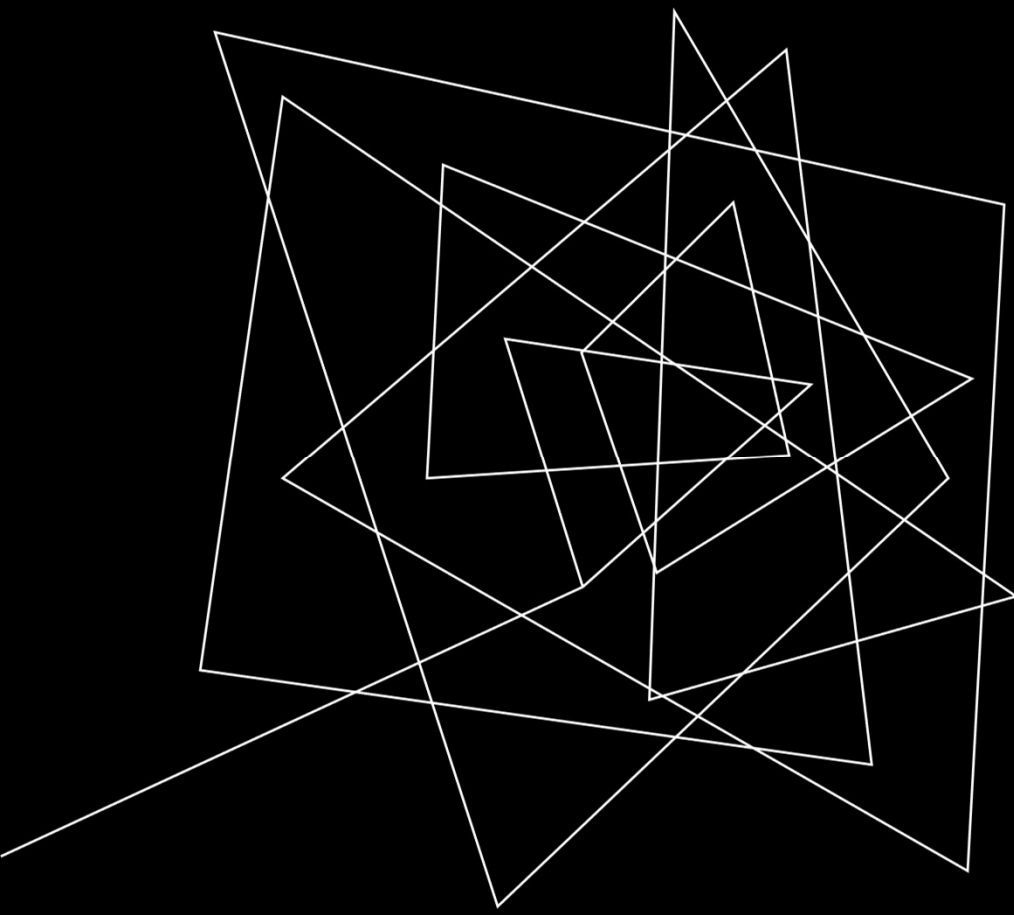
3 TRAITS TO TRANSFORM YOUR LEADERSHIP

4. TRAINING: CONSTANT LEARNING
FOR YOU AND YOUR TEAM TO ENSURE
THAT YOU ARE PREPARED TO ADDRESS
THINGS THAT COME UP
5. CONSISTENCY
6. FREQUENT CULTURE CHECKS



THE BEST LEADERS ARE THE ONES WHO ARE
WILLING TO LISTEN AND LEARN FROM
OTHERS...LEADERS WHO EAT LAST
UNDERSTAND THAT SUCCESS IS A TEAM
EFFORT AND THAT THEIR ROLE IS TO
SUPPORT THEIR PEOPLE...THEY KNOW
SUCCESS IS NOT ABOUT THEM, BUT ABOUT
THE TEAM.

Simon Sinek – Leaders Eat Last



WHAT QUESTIONS DO YOU HAVE?



**THANK YOU FOR SPENDING TIME
WITH ME TODAY – LET'S KEEP IN
TOUCH!**

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