

# Leadership, Management and Transformational Leadership

*Give me wisdom and knowledge, that I may lead this people.*

2 Chronicles 1:10 (NIV)

# What is Leadership?

*“Leadership is a process whereby an individual influences a group of individuals to achieve a common goal.”* - Peter Northouse

**Leadership can be taught and learned.**

# Are you managing or are you leading?

*Management controls*

*Leadership aligns*

*Management produces order*

*Leadership produces change*

# Managers vs. Leaders

## Management

Produces Order & Consistency

### Planning and Budgeting

- Establish agendas
- Set timetables
- Allocate resources

### Organizing and Staffing

- Provide Structure
- Make job replacements
- Establish rules and procedures

### Controlling and Problem Solving

- Develop incentives
- Generate creative solutions
- Take corrective action

## Leadership

Produces Change & Movement

### Establishing Direction

- Create a vision
- Clarify big picture
- Set strategies

### Aligning People

- Communicate goals
- Seek commitment
- Build teams and coalitions

### Motivating and Inspiring

- Inspire and energize
- Empower subordinates
- Satisfy unmet needs

# Managers vs. Leaders Traits

## Management

Produces Order & Consistency

- Task Oriented
- Manage organizational complexity
- Working with day to day
- Tenacious
- Good interpersonal skills, high EQ
- Able to prioritize and schedule
- Planner
- Organized
- Flexible
- Adaptable
- Results driven

## Leadership

Produces Change & Movement

- Visionary
- Fearless
- Courageous
- Humble
- Influential
- Inspiring
- Perceptive
- Perseveres
- Selective
- Coach
- Aligns people and resources

So what is your  
leadership style?

*Transactional*

or

*Transformational?*

# Transactional Leadership

**Transactional leadership** is the ability to direct people, manage resources, and get the job done. Creates behavior change through the promise of rewards or the threat of punishment. Focus is on the exchange that occurs. Employees are encouraged to comply with their leaders desires by using the motivation for their own self interest. This describes the bulk of leadership models.

*Possible side affects of transactional leadership:*

- Initiatives and ideas tend to come from the top on down.
- New ideas tend to be sold and explained rather than embraced and owned.
- Team members may tend to protect and focus on their own area rather than the greater organization.

# Transactional Leadership

- Refers to the bulk of leadership models
- Focus is on the exchanges that occur
- Reward or punishment contingent upon performance
- Works through a clear chain of command

## Examples:

- Salary and benefits for job description
- Promotions for exceeding goals
- Students earning a grade for work completed



# Transformational Leadership

**Transformational leadership** is the ability to motivate, inspire, and bring people together to higher levels of performance. Focused on the vision and long-term goals. They empower individuals to grow and perform at their fullest potential. Engages with others in a manner that naturally raises motivation. They inspire a high degree of trust. They align individual personal interests with group and organizational goals.

*Possible side affects of transactional leadership:*

- Development of an innovative culture.
- Individuals working in jobs best matching talents and abilities.
- High levels of collaboration and teamwork.

# Transformational Leadership

- Engage with others to create a connection that raises the level of motivation
- Attentive to the needs and motives of followers and tries to help them reach their fullest potential
- Creating trust and personal integrity is critical
- People will follow a person who inspires them

# What the Bible has to say

*Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task.*

**1 Timothy 3:1 (NIV)**

*No one from the east or the west or from the desert can exalt a man. But it is God who judges: He brings one down, he exalts another. **Psalm 75:6-7 (NIV)***

*...From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked. **Luke 12:48 (NIV)***

**@helenMmitchell**

**helen@strategicmgmtresources.com**

**or helen@helenmitchell.org**

**949-690-6033**