



## TRANSFORMATIONAL LEADERSHIP: A CRITICAL STUDY

**J. Jayapriya,**

Assistant Professor,

Sri Chandrasekharendra Saraswathi Viswa Mahavidyalaya, Kanchipuram.

### **Abstract**

Leaders create a vision and they see things differently. Leadership is not just giving orders. The role of Leader is about more than just making schedules. Leadership is an influence relationship among leaders and followers who intend real changes and reflect their mutual purpose. A leaderless organization is like an army without generals. Many kind of leadership styles are there. Transformational leadership is a style of leadership where the leader, along with his team, is able to identify the challenges ahead, resources available and build a long term [vision](#) for the team. Transformational leader is constantly engaging the employees to perform to the best of their [abilities](#) and grow professionally as well as personally in the process. The most important aspect of transformational leadership is that the leader is not only bothered about his performance but also consciously tries to guide his followers. He uses his ability and knowledge to improve the career of the followers. Transformational leadership is an exclusive way of leading teams and organizations that can result in greater success. In this paper we know the clear picture of Transformational leadership.

**Keywords:** Transformational leadership, Components.

### **Introduction**

Everyone wants to be a great leader. Great leaders have a vision, and are incredibly focused on realizing that vision. They inspire other leaders to be great, both internally and externally. Work forces need the leadership of skilled and experienced individuals to provide guidance and a single direction for all employees to follow. The term “transformational leadership” was coined by sociologist James V. Downton in 1973.<sup>1</sup> Leadership expert James McGregor Burns introduced the concept of transformational leadership in his 1978 book, "Leadership." Bernard M. Bass extended Burns' ideas in 1985 in Leadership and Performance.<sup>2</sup> Burns described transformational leaders as



those who focus on the essential needs of the followers. They help followers see the vision so clearly. A successful transformational leader should be able to motivate others, set clear goals, set high standards of performance and expectations. He should appreciate his team for the work they are doing, encourage the employees to look come up new ideas to perform certain task. Transformational leaders are not only trust their followers but are trusted by them as well. They sacrifice their own interest in favor of the team members or organization.

### Transformational Leadership

A Transformational leadership is a leadership which explains how leaders transform teams or organizations. Transitional leadership is focused on energy, vision and transformation with the aim of creating positive change in the personal and professional lives of individuals. Transformational leaders use their skills, personality traits and knowledge to guide productive improvements throughout an organization.<sup>3</sup> They should also possess the behavior such as continued optimism, enthusiasm and ability to point out the positive. Charisma is a key element for transformational leadership. Charisma refers to charm and power to inspire, motivate, and excite others. The primary focus of Transformational leadership is followers' empowerment and development.

### Characteristics of Transformational leadership

- A clear vision
- Self-awareness
- Authenticity
- Self-motivation
- Courage
- Honesty
- Inspiration
- Interpersonal skills
- Self –confidence
- Empathy



# Research Inspiration

An International Multidisciplinary e-Journal  
(Peer Reviewed, Open Access & Indexed)

[www.researchinspiration.com](http://www.researchinspiration.com)

Email: [researchinspiration.com@gmail.com](mailto:researchinspiration.com@gmail.com), [publish1257@gmail.com](mailto:publish1257@gmail.com)

Impact Factor : 4.012 (IIJIF)

ISSN: 2455-443X

Vol. 3, Issue-I  
Dec. 2017

e-ISJN: A4372-3069

- The Ability to Collaborate
- An Understanding of Interdependence
- Balanced Risk-Taking
- Humility
- Inspiration
- Proactive
- Collaboration among Team Members
- Creativity and Autonomy
- Focus on Scale and Goals
- Strong Leadership Ego
- Adaptability
- Lifelong learner

## Components of Transformational Leadership

Transformational leadership involves a committed relationship between the leader and his followers. Transformational leaders rely upon their charismatic abilities. In 1985, Bernard Bass identified four basic components that bring about transformational leadership.<sup>4</sup>

1. Idealized Influence
2. Inspirational Motivation
3. Intellectual Stimulation
4. Individualized Consideration

## Idealized Influence

Transformational leaders display a charismatic personality that influences followers to become like their leader. Transformational leader's have a willingness to take and share risks with followers. Leader builds respect and trust with his followers. Leader should present himself to the follower as a man who follows what he preaches to others. Transformational leaders exhibit ethical and moral conduct. He serves as an ideal role model for the followers and act as an inspiring personality.<sup>5</sup>



## Inspirational Motivation

Inspirational motivation refers to the leader's ability to inspire confidence, motivation and a sense of purpose in his followers. The transformational leader must expressive a clear vision for the future, communicate expectations of the group. This aspect of transformational leadership requires excellent communication skills. The leader must convey his messages with exactness, supremacy and a sense of authority. In order to complete the task followers put much effort and work enthusiastically. Transformational leaders motivate their follower's to bring their best by communicating with self-reliance and optimism.

## Intellectual Stimulation

Transformational leadership values originality and independence among the leader's followers. The leader supports his followers by involving them in the decision-making process. Transformational leaders never criticize followers for their mistake in public and if their work is up to the mark they encouraged openly. They help their followers to change their way of thinking about problems and obstacles. He challenges their followers to take greater ownership for their work.

## Individualized Consideration

All followers have specific needs and wishes. The leader must be able to recognize through observation what motivates each individual. Through individualized mentoring, the transformational leader provides opportunities for personalized training sessions for each team member. These activities allow team members to cultivate and become satisfied in their positions. A transformational leader understands the strengths and weaknesses of each follower and assigns tasks that increase each follower's performance.

## Advantages of Transformational leadership

- Transformational leaders typically have charisma and are known for the ability to develop a vision and inspire others to follow them toward it.<sup>6</sup>
- Followers of a transformational leader respond by feeling trust, admiration, loyalty, and respect for the leader and they willing to work if it is harder than they expected.
- Transformational leadership styles focus on team-building, enthusiasm and teamwork with employees to accomplish change for the betterment of the organization.



# Research Inspiration

An International Multidisciplinary e-Journal  
(Peer Reviewed, Open Access & Indexed)

[www.researchinspiration.com](http://www.researchinspiration.com)

Email: [researchinspiration.com@gmail.com](mailto:researchinspiration.com@gmail.com), [publish1257@gmail.com](mailto:publish1257@gmail.com)

**Impact Factor : 4.012 (IIJIF)**

**ISSN: 2455-443X**

**Vol. 3, Issue-I  
Dec. 2017**

**e-ISJN: A4372-3069**

- Transformational leaders set goals and incentives to push their subordinates to perform in high level.
- Transformational leaders motivate others to do more than originally they can able do. They set more challenging expectations and typically achieve higher performance.

## Conclusion

Transformational leaders are the changing agents. They focus on the needs of followers, rather than the needs of themselves. They have a positive attitude. The transformational leader is also a visionary leader. Transformational leaders build, maintain and broaden healthy transformational communities. They think that everything is possible. They find ways that enable whole organization into the right path. Transformational leadership offers administrators the opportunity to drive organizational change. They act with integrity and ethical standards. They make their followers aware of problems and finding potential solutions. Transformational leadership is the best style of leadership among other style of leadership because the transformational leader inspires, empowers and encourages followers to perform to the best of their abilities. Without any hesitation they taught important thing to their followers for their betterment. Leaders take their followers to new heights and they tend to have more committed and satisfied followers.

## References

1. Retrieved from <https://www.champlain.edu/online/blog/what-is-transformational-leadership>
2. Retrieved from [https://en.wikipedia.org/wiki/Transformational\\_leadership](https://en.wikipedia.org/wiki/Transformational_leadership)
3. Retrieved from <https://www.marketing91.com/transformational-leadership/>
4. Retrieved from <http://smallbusiness.chron.com/four-elements-transformational-leadership-10115.html>
5. Retrieved from <http://passionforfreshideas.com/personalgrowth/components-transformational-leadership-style/>
6. Retrieved from <http://smallbusiness.chron.com/advantages-transformational-leadership-style-18809.html>