

Are You A Transformational Leader?

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Abstract

One of the greatest asset lives has thought me in my transitional journey in life is to be able to pause and do an evaluation of my past with the reality of the present while trying to forecast or project where I plan to be in the future. This is why it is very important for me to try and do a proper self-assessment using the necessary tools so as to be able to answer this one million dollar question.

Are you a transformational leader?

It is very easy to give a positive answer to the question, but using right measuring tools to run the reliability and validity test of the above, it will be interested to note that the overall performance result will be able to give us a better insight and understanding of the strength and weakness of the transformational leader and this will provide for a possible upgrade.

Since the journey of life is full of learning and assessment, transformational leadership is also a process that is transiting from one state or stage to another one. This process is being updated by continuous learning, studying and adjusting so as to become a better and effective leader.

“Life is a journey, not a destination'. We are not meant to rush through life... it's about savoring every moment of each day. It's about how we learn the lessons along the way

. ... It's about learning what self-care is all about." By Ralph Waldo Emerson, April 27, 2012

Use the link above to submit: Student Leadership Self-Assessment and Assignment #1 (100 points). After printing out and completing the assessment above, use the results to evaluate yourself. Are you a transformational leader? What are your strengths and weaknesses? If you were coaching a client with the results you produced what would you recommend for their professional development? Finally, evaluate the tool. Is this a valid tool? What potential weaknesses are inherent in this tool? This should be a 5-7 page paper in APA format.

1) What is Transformational Leadership? :

Transformational leadership is a leadership style that can inspire positive changes in those who follow. Transformational leaders are generally energetic, enthusiastic, and passionate. Not only are these leaders concerned but also involved in the process; they are also focused on helping every member of the group succeed as well. (Kendra, 2018). Also according to (Thomas, 2019) in his article on how to improve transformational leadership which stated that Transformational leadership includes a vision for where you want the business to go and a passion to drive it. You must have solid integrity to inspire trust from employees, and you must have -- or develop -- the people skills to encourage your employees to work together to make the vision become reality. While aligning my thought line with them, I do also share the earlier researcher's concept on leadership definition (House et al., 1999.p. 184) that states that leadership is the ability of an individual to influence, motivate, and enable others to contribute toward the effectiveness and success of the organization. We can observe clearly that transformational leaders must be one with a vision that will be able to bring up an idea that will bring positive change which will influence others to achieve success and accomplish goals. After my self-assessment and evaluations, my observation from the result as shown in the fig 1.0 self-Assessment document as attached is very clear evidence that I am a transformational leader. However, there is always room for improvement in this journey of the transformation. According to (Dean &

Linda Ackerman Anderson, 2010.p65); the journey of the transformation is anything but a straight. The process requires significant turns in the road because of the simple fact that it is full of uncertainty. This is for three reasons. First, because the future state (content) is being discovered while the organization is undergoing change, the transformation processes literally the pursuit of an emerging target. As the target shifts, so must the process required to get there. Second, proceeding without definitive and well-defined destination requires heading into the unknown, which makes most people uncomfortable. This is why in this my transition for improvement, learning and understanding the right skills and its adherence is very key.

2) Strength And Weakness As A Transformational Leader.

The evaluation overall report shows that the following preferences look okay with very level positive. They strongest preference is the management of trust while the weakness preference is the management of feelings. The analysis result of the report is shown below;

a)Management of Attention: 16, b)Management of meaning: 16, c)Management of Trust: 20, d)Management of Self: 17, e)Management of Risk: 17, f)Management of Feelings: 14. Fig.1.2

3) What Would You Recommend For Their Professional Development?

“Everything in life is about working with and through others. Strong teams get positive results.”

-Deborah Osgood (Robert, M & Barb, W.2015). Considering the above quote, based on the result received from the assessment tool, I will employ the use my management business development strategy skills known as SWOT analysis, which according to (Noah, 2018),A SWOT analysis which stands for:

S — STRENGTHS, W — WEAKNESSES, O — OPPORTUNITIES, T — THREATS.

It is an incredibly simple, yet powerful tool that will assist in developing the area of the weakest part of the assessments. It can be noted that Strengths and weaknesses are internal to your company—things that you have some control over and can change. While Opportunities and threats are external—things that are going on outside your company, in the larger market. You can take advantage of opportunities and protect against threats, but you can't change them. A SWOT analysis organizes your top strengths, weaknesses, opportunities, and threats into an organized list and is usually presented in a simple two-by-two grid. This will aid in guiding and reshaping the transformational leadership skills needed in this aspect of human resources development of the company and as it will restore the team spirit and their performances to a very great extent and with special attention geared towards Management of Feelings. I will recommend that another staff assessment tool questionnaire that is structured towards the working environment, human relationship and emotional intelligence be developed, this will enable us to ascertain what the best application approach that can improve the management of feelings within the organization.

I will use it in maintaining the stability of the strength while improving on the weakness with the result that will be generated as possible solution on the transformational leadership.

4) Evaluate The Tool. Is This A Valid Tool?

While evaluating the tool, I am of the view that tool is valid as it measures all the characteristics of transformational and transactional leadership behavior as cited in the Comparative Analysis of Theses and dissertations educational leadership (Kristan, 2013) as mentioned that Avolio and Bass (2004) developed an instrument, the Multifactor Leadership Questionnaire (MLQ) to measure transformational and transactional leadership behavior. The MLQ is composed of nine subscales. Five of the nine subscales measure transformational leadership characteristics

(i.e. idealized attributes and behaviors, inspirational motivation, intellectual stimulation, and individualized consideration) and four of the nine subscales measure transactional leadership characteristics (i.e. contingent rewards, active management-by-exception, passive management-by-exception, and laissez-faire). It will be noted that transformational leadership has involved the use of the Multifactor Leadership Questionnaire (MLQ).

Structural validation of the instrument as observed was performed by Muenjohn and Armstrong (2008) and overall findings of the meta-analysis by Lowe and Kroeck (1996) regarding the use of the MLQ indicated that the instrument was used to identify leadership style at any level of leadership. A modified version of the MLQ served as the survey instrument for this study; It was observed that only those items relating specifically to transformational leadership were measured which comprised of four subscales designed to measure transformational leadership characteristics: (a) idealized attributes and behaviors (b) inspirational motivation (c) individualized consideration and (d) intellectual stimulation. Each subscale consists of four items, providing 20 overall items representing the 36 transformational leadership component. Participant responses were based on a 0-4 point Likert scale (Likert, 1932) format designed to measure the frequency and intensity of usage with respect to transformational leadership behaviors.

5)What potential weaknesses are inherent in this tool?

The potential weakness that are inherent in the tool can be seen from the view point that some of the people answering the questions might not be given an honest answer which will actually affect the outcome of the result. Also, It also might be that the leader who has got pre-determined mindset or objective on an expected kind of result outcome will align toward research biased so a to enable him in achieving his desires goal.

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