

Transformational Leadership

Transformational leadership refers to the leader moving the follower beyond immediate self-interest through idealized influence (charisma), inspiration, intellectual stimulation, or individual consideration. It elevates the follower's level of maturity and ideals as well as concerns for achievement, self-actualization, and the well-being of others, the organization, and society (Bass, 1999).

4 Components of Transformational Leadership

Idealized Influence - refers a leaders who act as solid role models for their followers due to their extraordinary capabilities and high doctrines of ethical conduct...The leaders deliver their followers with a clear vision and mission for their company and, in turn earn a high level of respect and trust from their followers

Inspirational Motivation - motivate followers so that they are able to perform beyond the expectation...thus making the achievement of organizational goals an attractive means of achieving personal goals

Intellectual Stimulation - leaders simulate their supporters' efforts to be innovative and creative by questioning expectations, reframing difficulties, and imminent new ideas...Followers are encouraged to try new approaches, and their ideas are not criticized because they differ from the leaders ideas...

Individualized Consideration - gives special attention to each individual follower's needs for achievement and growth by acting as a coach or mentor...show consideration for their followers' needs and are prepared to encourage the development of appropriate workplace behavior (Reza, 2019)

Discussion Prompts

- What are Aleena's priorities and next steps?
- How does she lead the strategic planning committee, coalition, and community initiatives?
- What does the Transformational Leadership model have to offer this case study?
- How does Aleena conduct herself as a role model?
- How does Aleena motivate staff, coalition members and community stakeholders to achieve health equity goals?