Transformational Leadership Traits Values and Situational Application

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This is a leadership model in which the leader engages the rest of the employees in determining the change required and implementing the change as a team. The leadership style fits best for this discussion due to its usefulness in the organization. It is unique in that the leader does not work alone but engages the rest of the employees. The opinion of the subordinates counts both in the major and small changes. The leader, therefore, shuns his ego and gets to the level of the subordinates and other stakeholders.

Traits And Behaviors In The Transformational Leadership Model

The leaders possess various traits that determine their behavior. A transformational leader keeps his ego at its minimum. Also, he or she inspires the rest of the employees to do the right thing in the organization. The leader is also self-managed and well-organized in all that he does. Leaders in this category accommodate new ideas from other parties and take them into consideration. They also make difficult decisions as and when they are required to do so (Banks et al., 2016). They adapt to various changes easily and effectively without interfering with the normal operations of the firm. Transformational leaders are known for taking the right risks that would help the firm to have a positive change in the long run.

Core Personal Traits To Bring To The Transformational Leadership Model

There are various traits that the leader may bring into the transformational leadership style. First, one requires having openness as a personal trait. This allows the leader to share various concerns with the rest of the employees. Also, the leader needs to be agreeable at all times. This will allow him to agree with the opinions of other employees and consider them when making major decisions. Another important personal trait is Conscientiousness (McCleskey 2014). Conscientiousness will allow the leader to be cautious in the decisions made at all times. As a result, the leader will make the right decisions for the organization. The leader also needs to bring about a high extraversion level to transformational leadership. This will ensure that he is sociable with the rest of the employees and

thus will exchange ideas freely at all times. There is also a need for a high level of attention. This allows the leader to be attentive to the ideas that are given by other people and thus give effective feedback on the same.

Leadership Skills That I Possess

I believe that I have various leadership skills. First, I am able to motivate people to do their best in their work to attain the vision and goals. I am also creative in a unique way in that I am able to devise new and better methods of doing things. I am able to delegate responsibilities, especially when I have so many of them at the same time and when I feel it is necessary to do so. I am a good communicator, a skill that enables me to discuss effectively with the rest of the people. I have the skill of offering feedback to people. In this case, I am able to provide my opinion on the take that other people have on a specific issue. This paves the way for better and more informed judgments. I am trustworthy in the work that I do and in my personal life (McCleskey 2014). This allows me to remain honest in all dealings, thus enhancing honest decisions. I am a responsible person, which paves the way for taking up the challenge of enhancing a change in the organization. These skills make me fit for the transformational leadership role.

Leader’s Most Important Tasks

One of the most important tasks of a leader is to develop other leaders. This enhances the transformational journey that organizations need to go through. The leader also has a major task of defining the direction that the organization takes. He also unifies all stakeholders to a common destination.

Core Values Of Transformational Leadership Model

Transformational leaders have various core values to observe. First, the leaders need to exercise integrity in their dealings. They need to exercise humility in order to engage with others freely. Such leaders also observe making a difference as part of their job. The leaders also adore wisdom, as it paves the way for informed judgments and decisions. They respect all people, including the subordinates, and thus engage them on the basis of closeness and objectivity.

Barriers And Opportunities Of Implementing Transformational Leadership In Personal Life

One of the major opportunities is having family and friends with whom we are open. Therefore, it becomes easy to consult and enhance a change at all times. Having a deeper level of knowledge in

various areas impacts my ability to make better decisions. On the other hand, limited resources make some of the necessary changes impossible despite there being the will.

Barriers And Opportunities Of Implementing Transformational Leadership In Professional Life

One of the barriers includes a lack of support from the rest of the leaders and employees. Also, limited resources affect the ability to adopt various changes at the same time. The main opportunity lies in having cooperative working mates (McCleskey 2014). A deep level of knowledge and skill also supports the ability to implement transformational leadership effectively.

Leadership Styles Covered In The Situational Leadership Model

Servant leadership: this calls the leader to serve the rest of the people instead of being served. He leads by example.

Democratic leadership: in this case, the majority have the say. The leader adopts what many of the employees feel is the right thing.

Charismatic: the leader applies his ability to influence people to do what he feels is right.

Laissez-faire leadership: The leader leaves the team members to make their decisions, thus delegating the decision-making role to them.

Application Of The Situational Model To The Transformational Leadership Model

The situational model applies to the transformational model in that change is implemented when there is a need. In this case, the leader takes time to determine which change is necessary at a time. Therefore, the situation at hand determines the type of change to induce in the firm.

References

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