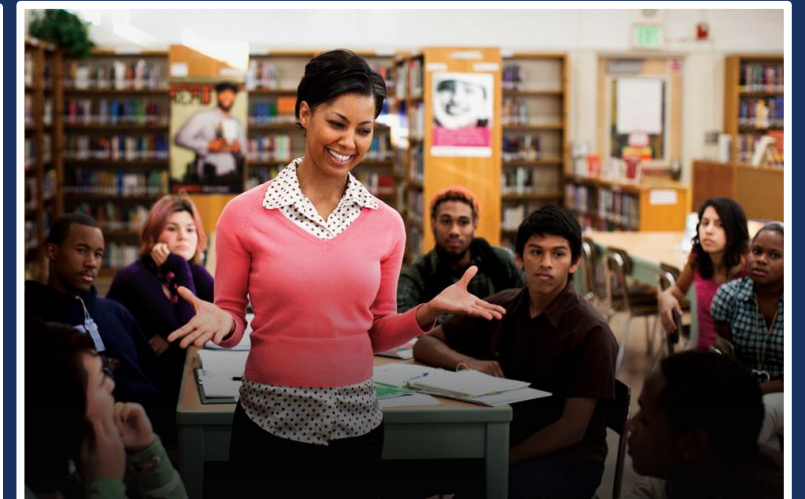


TRANSFORMATIONAL LEADERSHIP



Presented by: Tony Jones, M.S, M.Ed

OVERVIEW

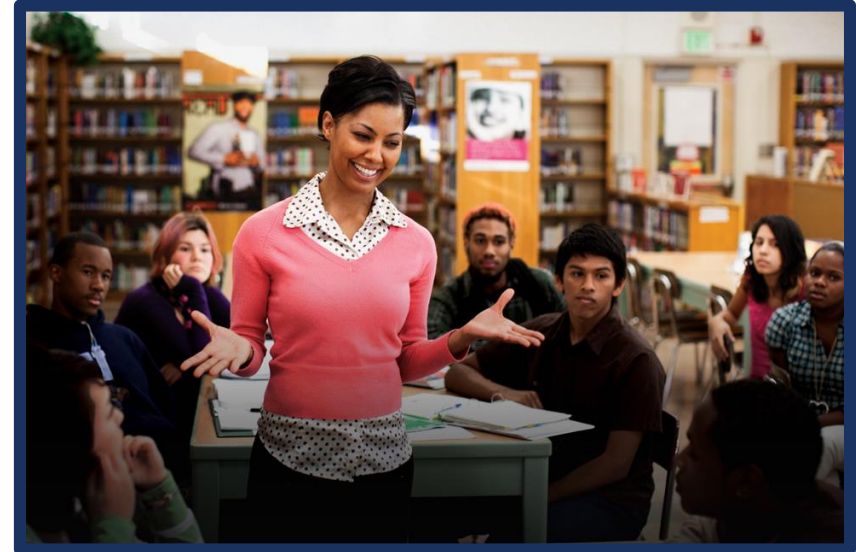
The purpose of this Transformational Leadership workshop is to meet with 25-30 staff, faculty, teachers, and whoever interacts with our students to teach them skills to better lead students that will help improve their academic achievement and learning outcomes.



LEARNING OBJECTIVES

By the end of this workshop, participants should be able to :

- Define transformational leadership
- Apply transformational leadership to their profession
- Identify how individual values conflict with the transformational leadership
- Utilize transformational leadership in the classroom
- Identify schools can benefit from transformational leadership
- Assess Leadership Style using the Multifactor Leadership Questionnaire (MLQ)



WHAT IS TRANSFORMATIONAL LEADERSHIP?



The transformational leader gives followers something more than just working for self-gain; they provide followers with an inspiring mission and vision and give them an identity. The leader transforms and motivates followers through his or her idealized influence (charisma), intellectual stimulation and individual consideration. The leader further encourages followers to produce new and unique ways to challenge the status quo and to alter the environment to support being successful (“Transformational Leadership,” n.d.).

TRANSFORMATIONAL LEADERSHIP CHARACTERISTICS



IMPACT OF TRANSFORMATIONAL LEADERSHIP ON EDUCATION



- Fosters and empowers a healthy learning environment conducive to success.
- Motivates followers to do more than what is required.
- Seeks to improve current level of performance to reach their maximum potential.

MULTIFACTOR LEADERSHIP QUESTIONNAIRE

Multifactor Leadership Questionnaire (MLQ) Form 6S

Instructions: This questionnaire provides a description of your leadership style. Twenty-one descriptive statements are listed below. Judge how frequently each statement fits you. The word *others* may mean your followers, clients, or group members.

Key: 0 = not at all 1 = once in a while 2 = sometimes 3 = fairly often

4 = frequently, if not always

- | | |
|--|-----------|
| 1. I make others feel good to be around me. | 0 1 2 3 4 |
| 2. I express with a few simple words what we could and should do. | 0 1 2 3 4 |
| 3. I enable others to think about old problems in new ways. | 0 1 2 3 4 |
| 4. I help others develop themselves. | 0 1 2 3 4 |
| 5. I tell others what to do if they want to be rewarded for their work. | 0 1 2 3 4 |
| 6. I am satisfied when others meet agreed-upon standards. | 0 1 2 3 4 |
| 7. I am content to let others continue working in the same way as always. | 0 1 2 3 4 |
| 8. Others have complete faith in me. | 0 1 2 3 4 |
| 9. I provide appealing images about what we can do. | 0 1 2 3 4 |
| 10. I provide others with new ways of looking at puzzling things. | 0 1 2 3 4 |
| 11. I let others know how I think they are doing. | 0 1 2 3 4 |
| 12. I provide recognition/rewards when others reach their goals. | 0 1 2 3 4 |
| 13. As long as things are working, I do not try to change anything. | 0 1 2 3 4 |
| 14. Whatever others want to do is OK with me. | 0 1 2 3 4 |
| 15. Others are proud to be associated with me. | 0 1 2 3 4 |
| 16. I help others find meaning in their work. | 0 1 2 3 4 |
| 17. I get others to rethink ideas that they had never questioned before. | 0 1 2 3 4 |
| 18. I give personal attention to others who seem rejected. | 0 1 2 3 4 |
| 19. I call attention to what others can get for what they accomplish. | 0 1 2 3 4 |
| 20. I tell others the standards they have to know to carry out their work. | 0 1 2 3 4 |
| 21. I ask no more of others than what is absolutely essential. | 0 1 2 3 4 |

CONCLUSION

Transformational Leadership (n.d.), in its true form, enhances the motivation, morale and performance of followers through a multitude of ways. It connects the follower's sense of identity and self to the mission and the collective identity of the organization; acts as a role model for followers that inspires them; challenges followers to take increased ownership and responsibility for their work, and understands the strengths and weaknesses of followers, so the leader can work to align followers with tasks that optimize their performance (Transformational Leadership, n.d.).