

Transformational Leadership: STEM Women Must Lead Now!



Idealized Influence

- Serve as a role model for followers
- Is admired, respected, and trusted
- Seen by followers as persistent and determined
- Willing to take risks
- Can be counted on to do the right thing
- Demonstrate standards and ethical moral conduct



Inspirational Motivation

- Give meaning to followers' work
- Arouse team spirit
- Demonstrate enthusiasm and optimism
- Illustrate attractive future state
- Clearly communicate expectations
- Commit to goals and shared vision



Intellectual Stimulation

- Stimulate followers to be innovative and creative by questioning assumptions, reframing problems, approaching old situations in new ways
- No public criticism for mistakes
- Followers included in addressing problems through new and creative solutions
- Followers encouraged to try new approaches
- Sees problems from many different angles and encourages others to do so as well



Individualized Consideration

- Focus on follower needs for achievement and growth
- Act as coach and mentor
- Support learning to create growth and development
- Accept individual differences
- See followers as whole human beings
- Delegate to enhance follower skills
- Monitor performance to see if followers need additional direction or support

