



Leadership Model to Support Transformational Change

Why Should I Read This Article?

With the implementation of PPI, you will likely be faced with challenges and disruption in your teams.

A common struggle is understanding how to best motivate your teams as people are all unique and each have their own reactions to change.

The focus of this article is on Transformational Leadership during Change and provides tactics for leading others to realize the benefit of a new current state.

What Does This Article Describe?

This article on Bass and Riggio's Transformational Leaders describes a proven effective model leaders can use to motivate employees.

These components provide a model for actions a leader should take in order to gain commitment to change and achieving organizational goals.



Leading During Transformational Change

Bass & Riggio's Transformational Leadership Model

Transformational leaders stimulate and inspire employees to achieve extraordinary outcomes, by setting challenging expectations and motivating employees to do more than they ever thought possible. Transformations require inspired commitment to a shared vision and overall organizational goals.

Throughout the process of change, leaders need to empower their employees, by recognizing individual needs and addressing personal development requirements, behavioural shifts, and values alignments as they accept new organizational changes.

Transformational leaders need to act as coaches, mentors, and teachers to drive deep commitment to change and generate a positive employee experience.

Components of Transformational Leaders

Brass and Riggio describe how Transformational Leaders go further than simply setting up exchanges and agreements with their employees. They behave in ways by employing one or more of the four main components of transformational leadership: idealized influence, inspirational motivation, intellectual stimulation and individualized consideration.

Idealized Influence

- Leaders embody the changes first
 - They act in ways that their employees can identify with, and this gives their employees a desire to emulate them
 - They clearly communicate expectations and demonstrate a commitment to the shared vision

Inspirational Motivation

- Leaders motivate and inspire by providing employees with meaningful and challenging work
 - Enthusiasm and optimism are on display as they envision the future

Intellectual Stimulation

- Leaders foster creativity by questioning assumptions, reframing problems and approaching old situations in new ways
 - They provide employees with opportunities to expand their abilities
 - They are open to new ideas and encourage employees to try different methods of thinking and working

Individualized Consideration

- Leaders pay attention to their employees' individual needs for growth and success
 - They act as a coach and also as a mentor
 - They listen effectively and personalize interactions