LDR815 Transforming People Problems

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January 27, 2024

Professor

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Select One (1) Core Essential Element from the Syllabus Outline:

a. Weekend Residency: Create a 350-word original discussion paper (with cited

sources) during the week of the residency. Post this document in DIAL.

b. Professor will check for quality of content and word-count requirements. Grade

assigned will be Credit or No Credit (CR/NC).

**Leadership Styles**

Leadership is central to transformation and in particular transforming people-problems. There are over 10 leadership styles that people utilize in guiding others towards achieving particular results. There are some styles that are leader inclusive and some not, some that are power oriented, others that are results oriented and yet others that are follower focused. For the purpose of this essay, transformational and transactional leadership styles will be explored, how they can be distinguished and their usefulness in transforming people-problems.

“Transformational leadership is described as the process in which leaders play an idealized role model, stimulate and encourage innovative work behavior, provide inspirational motivation and engage in supporting and mentoring followers to achieve the organization’s shared vision and goals” (Afsar, 2020 p. 404). From the word transformation, it assumes a focus on change, newness and improvement of individuals and social systems.

“Transactional leadership involves leaders clarifying goals and objectives, communicating to organize tasks and activities with the cooperation of their employees/followers to ensure that goals are met. The success of this type of leader-follower relationship depends on the acceptance of hierarchical differences and the ability to work through this mode of exchange. Transactional leadership is based on the assumption that subordinates and systems work better under a clear chain of command” (Tavanti, 2008, p.166). This leadership style is more about management of people to ensure tasks are completed and then there are rewards or punishment/penalties when tasks go undone.

These two types of leadership styles differ in that transformational leadership promotes a vision and inspires followers to achieve through intrinsic motivation, transactional leadership promotes systematic and structured processes and extrinsic motivation to reach a goal through exchanges and transactions. However, though the two leadership styles differ they can be complementary in the process of transformation (Pieterse, van Knippenberg., Schippers, & Stam, D. 2010).

In transforming people-problems these two styles can work together to ensure tasks are done that will move a problem along (transactional leadership) while motivating, inspiring and being adaptable for change to take place (transformational leadership). As a social worker, these two styles are useful for example in helping a family get back on their feet by getting forms completed for social service support while motivating and inspiring for the family to get back to social functioning.

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