**LDR 815-32: Transforming People Problems (Spring 2024)**

Grace Godfrey

Omega Graduate School

Date: January 2024

Professor

Dr. Professor’s Name: Dr. Brenda Davis

Assignment #1: Core Essential Elements

1. Select one (1) core essential element from the syllabus outline:

a. Weekend Residency: Create a 350-word original discussion paper (with citations) during the week of the residency. Be prepared to discuss and engage with other students during the live sessions.

**Importance of Leadership Styles**

Introduction

From my research and experience, I have learned that the outcomes of using transactional and transformational leadership styles can be quite different. Transactional leadership can lead to a more stable and predictable work environment, as the focus is on maintaining the status quo and following established procedures. This can be effective in organizations where consistency and efficiency are highly valued and where employees prefer a clear set of expectations. However, it can result in a lack of creativity and innovation because employees are less likely to take risks or deviate from established procedures. According to the author's research, transactional leadership can lead to employees being motivated solely by rewards and punishments, resulting in a lack of engagement and purpose. Transformational leadership, on the other hand, has the potential to make the workplace more dynamic and innovative by encouraging and empowering employees to think creatively and challenge the status quo. This can be beneficial in organizations that require constant adaptation and innovation, as well as for employees who value a sense of purpose and autonomy in their work. However, it can also lead to a lack of structure and clarity because employees are unsure of what is expected of them in the absence of clear guidelines.

Furthermore, transformational leadership may necessitate more time and effort from the leader because it entails developing relationships with employees and motivating them through a common vision. Finally, I believe that the effectiveness of these leadership styles is determined by the organization's culture, goals, and current circumstances; thus, a skilled leader should be able to tailor their leadership style to the needs of their organization, employing a combination of transactional and transformational approaches to achieve the best results for their team and the organization as a whole.

Poturak, M., Mekić, E., Hadžiahmetović, N., & Budur, T. Their journal explained culture as shared assumptions, beliefs, attitudes, or beliefs that help individuals or groups respond to various actions or events that they face in daily life. Besides, leadership is the art of influencing others to achieve desired objectives in organizations. On one hand, the growing body of literature argues for the effectiveness of transformational leadership. On the other hand, cultural background has different impacts on this leadership style. In this respect, the current paper aims to point out some consequences of transformational leadership in various cultures. As a result, it has been observed that because of their charismatic and simulative characteristics, these leaders are more effective in developed countries with innovative characteristics than in group-oriented and depressed cultures.

In today's world, leadership styles play a critical role in determining the success of an organization. After conducting thorough research and gaining experience, I have learned that both transactional and transformational leadership styles have their advantages and disadvantages. When it comes to transactional leadership, it can create a stable and predictable work environment, which can be highly effective in organizations that value consistency and efficiency. However, it can also limit creativity and innovation, and employees may feel demotivated due to the sole focus on rewards and punishments. The effectiveness of these leadership styles is determined by the organization's culture, goals, and current circumstances. As a result, a skilled leader should be able to tailor their leadership style to the needs of their organization, utilizing a combination of transactional and transformational approaches to achieve the best results for their team and the organization as a whole.

Finally, the situation, goals, and needs of the organization or team determine the leadership style used. A leader who can balance transactional and transformational leadership styles while remaining mindful of the organization's culture and goals will be able to achieve the desired outcomes.

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