**LDR 815-32: Transforming People's Problems**

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Professor

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Assignment #3: Essay

1. Select a people issue you are passionate about. Write a 5-page paper applying

transformational leadership concepts, and compose a research project for addressing this

social issue while working in communities with people of diverse cultures and

backgrounds. Include the following elements:

a. Analyze the nature of man from theological, sociological, and psychological

perspectives as they relate to your chosen issue.

b. Analyze the behavioral motivation for the chosen people's problem issue and the

leader’s role in influencing a solution.

c. Examine methods of communication to build trust in this situation.

d. Describe conflict resolution techniques that can be used.

2. Paper Outline

a. Begin with an introductory paragraph that has a succinct thesis statement.

b. Address the topic of the paper with critical thought.

c. End with a conclusion that reaffirms your thesis.

d. Use a minimum of eleven scholarly research sources (two books and the

remaining scholarly peer-reviewed journal articles).

**Leadership Styles That Solve People's Problems**

**Introduction**

As I have discovered through my research and experience, the type of leadership style employed in an organization can have a profound impact on the well-being of its employees. While transactional leadership can provide stability and predictability, it may lead to a lack of creativity and innovation. This can be detrimental to employees who seek a sense of purpose and fulfillment in their work. On the other hand, transformational leadership can encourage employees to think creatively and challenge established norms, leading to a more dynamic and fulfilling work environment. By empowering employees to take ownership of their work, transformational leadership can increase job satisfaction and productivity, ultimately leading to a more positive workplace culture. Organizations need to recognize the impact that leadership styles can have on their employees and strive to adopt transformational leadership practices. By doing so, they can help solve people's problems by creating a work environment that fosters creativity, innovation, and a greater sense of purpose.

**The benefits of using Transformational Leadership**

This leadership style can be very effective in solving people's problems because it encourages and empowers individuals to think creatively and challenges traditional ways of thinking. This can lead to innovative solutions to complex problems, which can ultimately benefit both the organization and the individual. By providing a sense of purpose and autonomy in their work, employees are more likely to be engaged and committed to finding solutions to problems. Additionally, transformational leaders often foster a culture of collaboration and communication, which can enable individuals to share their ideas and perspectives more openly and work together to solve problems. Overall, the transformational leadership approach can create a more dynamic and innovative workplace, which can lead to more effective problem-solving and better outcomes for all involved.

According to Poturak, M., Mekić, E., Hadžiahmetović, N., & Budur, T., culture can be defined as shared assumptions, beliefs, and attitudes that help individuals or groups respond to various actions or events in daily life. Meanwhile, leadership is the art of influencing others to achieve desired objectives in organizations. While there is a growing body of literature arguing for the effectiveness of transformational leadership, cultural background has differing impacts on this leadership style. After reading and reflecting on the paper, I have realized that transformational leadership can have a significant impact on the development of developing countries as well. While the paper highlights that such leaders are more effective in developed countries with innovative characteristics, I believe that their charismatic and stimulating qualities can also be beneficial in group-oriented and depressed cultures. By inspiring and motivating individuals to work toward a common goal, transformational leaders can bring about positive change and progress in developing countries. Therefore, I am convinced that promoting and nurturing transformational leadership in developing countries can greatly contribute to their growth and development.

According to the study conducted by Diena Dwiedienawati and their peers in May 2020, transformational leadership, crisis management teams, quality of communication, and frugal innovation type have a positive impact on the effectiveness of crisis management and corporate reputation. The study used SEM-LISREL for data analysis and is one of the first empirical studies on the frugal innovation type. The main takeaway from this study is that transformational leadership can be very effective during a crisis with high uncertainty, especially when it is in connection with theology and communication. Paul A. Soukup, S.J. Professor of Communication, Santa Clara University, explained in his paper the benefits of integrating Theology and communication and broke it down

**The benefits of integrating theology and communication:**

1. Advanced Analysis of Religious Symbols and Meaning:
   * Theology involves examining religious symbols, their meanings, and the construction of religious understanding.
   * By paying attention to the communication environment of religion and the religious contexts we inhabit, we can seamlessly bridge the gap between theology and communication.
2. Smooth Transition Between Communication and Theology:
   * Considering communication as an environment allows us to understand how it affects human perception, understanding, emotions, and values.
   * This perspective enables a more integrated approach where communication and theology are related disciplines, not just on an instrumental level but also conceptually and culturally
3. Contextualizing Theological Debates:
   * Students of theology benefit from a communication-centric approach to abstract theological topics.
   * It provides a contemporary context for studying historical theological debates and offers non-theological contexts (such as communication technologies) for understanding theological movements

**Servant Leadership and transformational Leadership combined**

I have learned from my experience and research that incorporating the principles of servant leadership into transformational leadership can lead to better outcomes. I recently read "The Art of Servant Leadership II," which emphasizes that achieving results is just as important as how you achieve them. This aligns with my personal experience of working in a positive and productive work environment where leaders prioritize the needs of their team members and empower them to reach their full potential. Through my research, I have found that servant leadership can help teams become more collaborative, innovative, and committed to achieving shared goals. By putting the needs of team members first, leaders can build strong relationships and foster a culture of trust and respect. I believe that this approach can lead to better outcomes for both individuals and organizations as a whole.

**Conclusion**

Servant leadership and transformational leadership are two unique leadership styles that can be applied in various settings, including churches and other organizations. According to Remi Alapo, ministerial leadership is a combination of both styles. As a transformational leader, a pastor oversees the actions of the church or other boards to create a vision to transform others into change agents in society. This transformation is achieved by generating awareness and motivation that go beyond those of the leader and benefit the organization and its followers. On the other hand, servant leadership emphasizes the leader's role as a servant to their followers. They prioritize the needs of their followers, empowering them to grow and develop. Such leaders focus on building relationships and working together to achieve common goals. Combining these two styles of leadership can be very effective for organizations. A transformational leader can inspire their followers to achieve a common vision, while a servant leader can focus on developing and empowering the organization's members to achieve their full potential. In conclusion, servant leadership and transformational leadership are both effective leadership styles. Leaders who can combine these two styles can create an environment where their followers feel empowered to achieve their goals while also working together to achieve a common vision.

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