Transformational Leadership

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Omega Graduate School

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Professor

Dr. Sara Reichard

Assignment #1 – Core Essential Elements

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

a. Create a 350-word original discussion paper (with cited sources) during the

week of the residency. Be prepared to discuss and engage with other students

during the live sessions. 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).

Transformational Leadership aims to inspire and motivate followers to operate in excellence. It differs from transactional leadership in that transactional leadership is outcome based transformative leadership is people based. Transactional leadership, in my opinion, does have its place. I was in education for the last eight years and my principal’s primary focus was measured outcomes. While it was not marketed as a punishment/reward system it absolutely was. This type of leadership while it can incentivise people, it can also discourage them. People need intrinsic value as well. Millennials have altered the traditional trajectory by prioritizing their mental health, flexibility, and occupational community when choosing a place to work. Generations after will follow this trend.

While other leadership styles, namely transformational will attract younger generations, they do come with a risk. Transformational leadership has deferred gratification. The leader has to pour into their followers (inspiration and motivation) to get them to an optimal level. This can subsequently cause a delay in quality/quantity in the building stages. I look forward to exploring the other leadership types and developing myself as a transformational leader.

WORKS CITED