

TRANSFORMATIVE LEADERSHIP

101

**The No Fads
Heart of the Matter
Basics**

MSU – SEGMENT 1

Jude Del Preore
NACM Past President
Court Administrator, Burlington County, NJ

LEADERSHIP

“When leadership is defined not as a position you hold but as a way of *being*, you discover that you can lead from wherever you are.”

OBJECTIVES

- Identify the characteristics and basics of Transformative Leadership
- Understand the Leadership Challenge
- Explore the importance of trust to Transformative Leadership
- Learn the basics of Encouraging the Heart

EXERCISE

WHO INSPIRES YOU?

Think about a person (alive or deceased) that you consider a leader. Describe the traits that you believe the leader has, and why you were willing to follow this person's leadership.

LEADER ROLE MODELS

	Age: 18-30	Over 30
Family Members	40%	46%
Teacher or Coach	26%	14%
Community Leader	11%	8%
Business Leader	7%	23%
Political Leader	4%	4%
Professional Athlete	3%	0%
Entertainer	2%	0%
None/Other/Not Sure	7%	4%

The leaders who have
the most influence are the
leaders who **are closest** to us.

Everything that you will
ever do as **a leader** is
based on one **major**
assumption.

What is that assumption?

YOU can make

a

difference.

What do *you* look for and
admire in a **leader**, someone
whose **direction** you would
willingly follow?

EXERCISE

<input type="checkbox"/> Ambitious	<input type="checkbox"/> Honest
<input type="checkbox"/> Broad-Minded	<input type="checkbox"/> Imaginative
<input type="checkbox"/> Caring	<input type="checkbox"/> Independent
<input type="checkbox"/> Competent	<input type="checkbox"/> Inspiring
<input type="checkbox"/> Cooperative	<input type="checkbox"/> Intelligent
<input type="checkbox"/> Courageous	<input type="checkbox"/> Loyal
<input type="checkbox"/> Dependable	<input type="checkbox"/> Mature
<input type="checkbox"/> Determined	<input type="checkbox"/> Self-Controlled
<input type="checkbox"/> Fair-Minded	<input type="checkbox"/> Straightforward
<input type="checkbox"/> Forward-Looking	<input type="checkbox"/> Supportive

TOTAL SAMPLE

26% Ambitious	85% Honest
40% Broad-Minded	18% Imaginative
20% Caring	6% Independent
64% Competent	69% Inspiring
26% Cooperative	42% Intelligent
21% Courageous	18% Loyal
37% Dependable	16% Mature
28% Determined	11% Self-Controlled
35% Fair-Minded	31% Straightforward
70% Forward-Looking	36% Supportive

Admired Leaders

- Honest
- Forward-Looking
- Competent
- Inspiring

Credibility

- Trustworthiness
- Expertise
- Dynamism

Credibility and Trust
are the foundation
of leadership.

3 Big Ideas

1. Trust is an economic driver, not merely a social virtue.
2. Trust is the #1 leadership competency of the new global economy.
- 3. Trust is a learnable skill, something we can get good at.**

EXERCISE

How do *you* cultivate
Trust and a Respectful
environment?

The 13 BEHAVIORS OF HIGH TRUST LEADERS

1. Talk Straight	8. Confront Reality
2. Demonstrate Respect	9. Clarify Expectations
3. Create Transparency	10. Practice Accountability
4. Right Wrongs	11. Listen First
5. Show Loyalty	12. Keep Commitments
6. Deliver Results	13. Extend Trust
7. Get Better	

REMEMBER...

If you **don't believe in** the messenger, you **won't believe** the message.

BASIC LEADERSHIP DEFINITIONS

“The ability to translate ideas into reality
and sustain them over time.”

Warren Bennis

Any attempt to influence the behavior of
another individual or group.

TRANSFORMATIVE LEADERSHIP'S GOAL

Transformative leadership's goal is to “**transform**” people and organizations in a literal sense – to change them in mind and heart; enlarge vision, insight, and understanding; clarify purposes; make behavior congruent with beliefs, principles, or values; and bring about changes that are permanent, self-perpetuating, and momentum building.”

Steven Covey, Author of 7 Habits of Highly Successful People

TRANSFORMATIVE LEADERSHIP is a leadership style that creates **valuable and positive** change in followers.

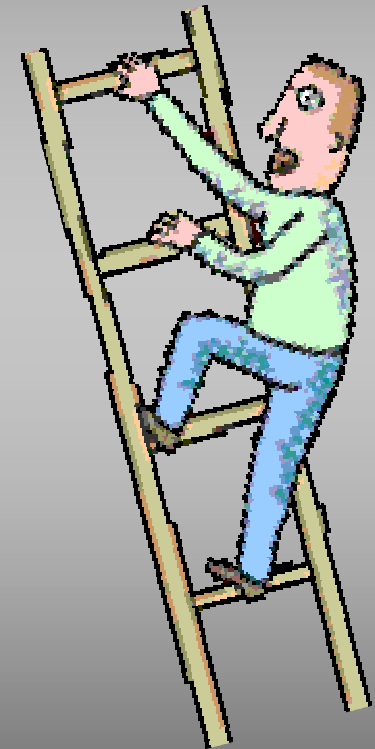
A transformative leader focuses on transforming others to help each other, to look out for each other, to be **encouraging and harmonious** and to look out for the organization as a whole. In this leadership, the leader **enhances the motivation, morale and performance** of the follower, group or team.

EXERCISE

What do you think are
the key differences between
one **who leads**
and one **who manages**?

LEADERSHIP LADDER

- Non Leadership
- Transactional Leadership:
Goal and Task Oriented
- Transformative Leadership:
Vision Focused



TRANSFORMATIVE LEADERS

- **Have followers – Not subordinates**
- **Charismatic, transformative, quiet style**
- **Good with people (people-focused)**
- **Give credit to others**
- **Take blame for problems**
- **Understand problems and hurdles are natural**
- **Risk-taking – Open to new ideas**
- **Break the rules to get the job done**
- **Followers work for intrinsic rewards**
- **Be inspired in heart and mind – Show It**
- **Commitment to life-long learning**