Week 4 Discussion

The most important quality a leader should have is authenticity.Empirically, it is sometimes difficult to distinguish between formal and informal organizational leadership patterns because in practice in managing formal organizations, the leadership patterns shown by some "leaders" are almost the same as managing non-formal organizations. In practice in managing non-formal organizations, such as associations, associations, and certain clubs, the pattern of leadership is almost the same as managing formal organizations. A transformational approach is a process that changes and transforms individuals. This approach is related to long-term values, ethics, standards and goals.

Burns' (1978) work on transactional leadership shows how the nature of leader-follower interactions facilitates reciprocal engagement that transcends particular interests in pursuit of a collective goal, using high ideals. Considering the values ​​that make up a transformational leader, namely creativity, morality, ethics and enthusiasm, the whole set provokes motivation in its followers that other models do not achieve. (Kuhnert& Lewis, 1987).

Bass (1985) draws on Burns' work to apply them to a work team and demonstrates, in particular: - that a shared vision and objectives produce a strong commitment on the part of the collaborators; - that the positive behaviors of the leader modify the perception and the beliefs of the collaborators and lead them to surpass themselves to increase the collective performance. For Bass and Avolio (2000), the transformational leader is characterized by four types of behaviors. (Gregory Stone, Russell & Patterson, 2004).

Transformational leadership emerged as a representative of a "culture of change", beginning with the rule that it wants to eliminate individualistic egoism, overcome its limitations, and walk toward the collective good . A group, institution, work team or any entity with more than 3 members is focused on its members to develop and strengthen their ability to solve problems collectively. In this way, the members of the group are always expected to perform above expectations, exceeding the set expectations, the fruit of the high motivation conveyed by the transformational leader.

References

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