Week 3 Discussion

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**Consideration of Business Leaders**

**Howard Schultz as Transactional Leader**

A comprehensive analysis of leadership approach of Howard Schultz helps to characterize him as the transactional leader. He expanded his perspective of leadership in case of Starbucks through the merge of two different organizations. He recognized as a transactional leader because he solely developed the business vision and implemented a business model for Starbucks. His leading approach only motivates workers on the base level to perform their organizational tasks and responsibilities.

**Nelson Mandela as Transformational Leader**

Nelson Mandela is one significant name when it comes to the consideration of transformational leaders. He utilized his skills and competencies to successfully motivates his followers effectively and efficiently. He used his attributions of charisma, inspiration, and intellectual encouragement to successfully transforms the lives of his followers (Barling, 2000). The approach of power is appropriately used by him to share his vision of freedom with other stakeholders.

**Jeff Bezos as Transformational Leader**

In recent times, Jeff Bezos is recognized as one of the prominent names in the business world when it comes to consideration of transformational leadership. He successfully shared his vision to employees to meet high standards of organizational goals. His main focus is to empower his subordinates by giving importance to their opinions correctly. As the founder of Amazon, he is interested in considering the organization's vision to enhance the performance level of all the employees. He is ranked as the one who greatly inspires others with his corporate vision and directs his workers towards the required practical measures.

**Transformational Leadership as the Most Effective Type of Business Leadership**

Transformational leadership is effective in to form of business leadership because it mainly focuses on cooperation and consensus in case of teamwork. A transformational leader is recognized as the one who motivates and inspires others to successfully use their potential to enhance their individual and organizational performance. It is one charismatic and energetic leading approach that inspires others to attain unexpected and extraordinary outcomes in the end. A transformational leader is different because he respects the individuality of every worker. The role of transformational leadership is vital to give necessary autonomy to workers when it comes to suitable decisions about their job tasks (Jung, Chow, & Wu, 2003). The objective of necessary collaboration can also be achieved through the successful application of transformational leadership in the context of the corporate organizational setting.

The practical idea of transformational leadership is good to achieve goals of culture building, forming positive employees' behaviors, and individual support. The effectiveness of transformational leadership can better determine through the example of vision-driven business organizations. The business leader needs to adopt the option of a shared vision to achieve organizational targets. It is also crucial to mention that in some scenarios, transactional leadership is a preferable form of leadership as compared to transformational leadership. The practical domain of transactional leadership is more appropriate in the case of military organizations when subordinates have to follow their leader's instructions.

**Potential Negative Consequences of Transformational Leadership**

The practical idea of transformational leadership also contains some negative consequences that require necessary attention. The major disadvantage of this approach is that the entire vision can lead to failure if this prospect never handles appropriately. The inability of the transformational leader to properly drive collaboration can be a detrimental aspect for the organization. Additionally, it can be a difficult approach for all employees to successfully embrace elements of change and continuous growth (Garman, Davis‐Lenane, & Corrigan, 2003). Formulation of consensus in teamwork is one difficult condition concerning the practical idea of transformational leadership. Undoubtedly, it is one risky business for the transformational leader to motivate others to assure application of organizational vision.

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