Transformational Leadership

[Author Name(s), First M. Last, Omit Titles and Degrees]

[Institutional Affiliation(s)]

Author Note

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The change and growth are considered as the necessary elements in the IT. However, the transformational leadership can inspire the employers to accept change through fostering the company culture by workplace autonomy, accountability and ownership(“(PDF) Transformational Leadership and Organizational Structure: The Role of Value-Based Leadership,” n.d.). This style of leadership motivates employees to create changes that will assist the company for future success. It can only be accomplished through workplace independence, corporate culture, and employee ownership(“Leaders Influence Team Performance and Goal Achievement,” n.d.). In this leadership, employees are given the authority to make decisions and provide them space to be more creative. It allows employees to be more creative and to identify new solutions related to the old problems(“The Other Side of Innovation: Solving the Execution Challenge—Vijay Govindarajan, Chris Trimble—Google Books,” n.d.). The tracker of leadership for employees was also developed, and for becoming the transformational leaders, they were given mentorship and training. The concept of transformational leadership is applied in every industry but becoming crucial in IT as these companies are digitally transforming. So, to remain competitive, companies are required to take innovative and robust leadership styles. The success of digital transformation happens when everyone is accepting change and growth(Pagan, n.d.).

# Problem Formulation

The leadership skill is the ability to influence the team to fulfill the organizational demand, and this achievement made the company successful. For the motivation of team members leader is required to reflect such characteristics that motivate and inspire people to bring change(Pagan, n.d.). Although the motivation factors changes from one organization to the other but several qualities are common in successful leaders. Firstly, it is required to develop a vision, which is the foundation of leadership; it allows the organization to acquire their objectives(Pagan, n.d.). A leadership team of DSPS is developed that provides unique experience and perspective with retention and recruitment strategies(“DSP Leadership Teams: Leading from the Front Lines | ANCOR,” n.d.). The DSPs are required to promote a collaborative relationship among regional staff and cooperate. For the success of the leadership team, DSPS also required to develop a wide-network for peer support. They also have the responsibility to provide information to organizations about the ways through which job satisfaction can be improved and how to engage the critical workforce for organizational success. The DSPs have a significant responsibility to tackle the challenges regarding effective leadership(Pagan, n.d.). The development of effective management skills in employees is the real challenge faced by DSPS. The other challenges include job satisfaction, mentoring, and coaching as well as guiding them about the change. It also includes challenges related to how to tackle issues and how to deal with the employee's reaction to change. DSPS can manage these challenges through the SMART methodology. This will provide the map to leaders for time management as well as regain focus on their top priorities. The factors of SMART methodology are ‘specific’ for the accomplishment of goals. ‘Measurable’ required to set the target through which progress can be assessed. It is also required to check either the goals are ‘attainable’ or not. Be ‘realistic’ in terms of talent, resources, and time for acquiring goals. In the end, it is required to develop a 'timeline' for the accomplishment of goals. For overcoming the leadership challenges, DSPs are required to understand their primary and secondary responsibilities. While working as a leader, it is required to prioritize work as well as distribute tasks as per the employees’ ability. It is also required to align the individual and company goals; this will give individuals personal growth opportunities.

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