Leadership Models

[Institutional Affiliation(s)]

Author Note

Comparison of Leadership Models

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| Models | Transactional Leadership | Transformational Leadership | Charismatic Leadership |
| Definition | It is defined as a result-oriented model, specifically concerning a certain level of achievement and/or for the successful results of a particular project or task. | It is intended towards a corporate vision or an enterprise philosophy rather than specific operational task or performance-based achievement. | It is defined as loyalty oriented to a specific person, to encourage particular behaviors in others through persuasive communication and influential personality. |
| Approach | In this model, leaders emphasize on his relationship with his followers. He uses his responsibility and authority to exercise his powers which indicates formal approach towards followers. | Leaders focus on the needs, thoughts, integrity, and ethics of their followers. The leadership approach is highly motivated, in which both the leader and the follower support each other. | Charismatic leadership approach is ascribed to impression-management/ motivational approach in which subordinates make attributions of astonishing leadership capacities by observing convinced behaviors. |
| Nature | Transactional leadership is reactive. | Transformational leadership is proactive. | charismatic leadership model is captivating in its nature. |
| Best suited for | The transactional leadership model is best suited for a structured environment such as, at middle-level management, where processes have well established the roles are specifically defined for each task. | This leadership best works in turbulent environments, especially where the leader wants to maintain the processes but he does not want to hinder the process. | This model is goof for both middle level management and turbulent-environment because followers depends upon the how the leader is handling the situations. |
| Style | It follows a bureaucratic style of leadership. | It follows the Charismatic style of leadership. | It follows a convincing leadership style. |
| Motivation tool | It motivates the followers to give their best by keeping their self-interest on priority. | It motivates the followers by putting the best interest of the group in the first place. | It motivates the subordinates to be loyal to their leader. |
| Advantages | it is based on rewards as well as punishments, which motivates the subordinates to achieve the goals. There are clarity and conciseness in its structure which results in increased productivity and cost minimization. | It helps in quick understanding of the situation of the organization and provides a direction for its development and growth.  It also promotes enthusiasm. | It promotes loyalty. It creates a positive impact and gives a message to share the identity as a group for achievement of goals. |
| Disadvantages | the strict following of rules results in an unyielding leadership, which does not encourage inventiveness. Emotions of the people are not being prioritized. | Leaders may depend too much on passion and emotions while overlooking the actual goals of the organization. | Followers depend upon their leader's capacity to work. Leader's charisma It may disrupt the value systems of an organization. |

# Reflection

The goals which an organization has to achieve are the key mechanism to best explain which type of leadership is to be adopted by the leaders. What I have evaluated is, Transformational leadership model works best on almost every level of an organization (Transformational Leadership theory, a great leadership style 2017). This is because the subordinates of transformational leaders are more determined to achieve ambitious goals, as they are familiar with the strategic dimensions of the company, and take the goals as personally important. I believe that choosing the right people with the same visions, passion, ability to compete and obliged fulfil the commitments is very important for achieving the goals.

If I have to choose a leadership style, I would like to be a transformational leader because it motivates the subordinates to work differently for a changing organization. The attention and talents of the staff are playing a vital role in the development and growth of the organization. I support this leadership model because I believe that every person is willing to learn but also want to have a chance and space to start with differently. Transformational leadership gives space to its employees.

As a leader, I would like to engage with my subordinates so that they get the motivation to give their best, and they feel secure and empowered. In conclusion, the transformational model is based upon three pillars, i.e. inspiration, Individual attention and workers encouragement to cope up with intellectual challenges.

# References

“Transformational Leadership Theory, a Great Leadership Style.” 2017. *tools* here. https://www.toolshero.com/leadership/transformational-leadership/ (September 30, 2019).