Leadership Models

Your Name (First M. Last)

Date

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**Introduction**

Today, Leadership is recognised as a mandatory organisational instrument to ensure effective organisational approach. It is necessary for the organisation to adopt a dynamic form of leadership to deal with the competitive business environment successfully. It is noteworthy to explore that the idea of leadership can explore in many different forms. It is the responsibility of the leaders to adopt particular leadership characteristics and approaches according to the actual needs of the organisational setting. The importance of leadership can never ignore because it is characterised as the source of necessary motivation for the workers to attain and sustain the desired level of performance. The phenomenon of leadership can only effectively understand with the proper consideration of its different models and theories. There are various leadership models which provide a range of options to organisations when it comes to the adoption of suitable leadership idea according to the organisational setting. The concept of leadership models can be distributed into two major forms of emerging and contemporary leadership models. Here the main focus is to select one of the emerging models of leadership and critically discuss its effectiveness in organisations by comparing it with contemporary models of leadership.

**Discussion**

The fundamental idea of leadership models is used as the benchmark to differentiate between traditional and modern forms of leadership. Selection of the particular leadership model defines leadership philosophy or theory established by the organisation according to the need and consideration of the leader. Comprehensive understanding of different leadership models is also crucial to define certain leadership styles presented by the leaders in the organisations. The difference between old and new leadership models appears due to the different domains of theoretical aspects and procedures. A proper understanding of all the leadership models is essential for the leaders to effectively shape their particular way of thinking and the overall procedure of leading workers in an organisational setting.

**Leadership Models**

Various leadership models are used as tools by the leaders to effectively influence others and utilise their skills to achieve personal and organisational objectives. Today, the competitiveness of the organisational perspective demands leaders play their role as the change agent. It is the core responsibility of the leaders to utilise different models of leadership according to the situation to gain maximum gain in the end. Another interesting and critical feature associated with the concept of leadership models is that all models have some form of effectiveness. The positives of any leadership model can only achieve by utilising it according to the certain organisational requirements.

**Transformational Leadership as an Emerging Leadership Model**

Today, there are many different leadership approaches which are adopted by the organisations in the form of emerging models of leadership. It is integral for the leaders to develop and implement the leadership idea according to the need of the organisation and the workers. Transformational leadership is defined as one of the popular ideas when it comes to exploration and development of emerging leadership. The entire prospect of transformational leadership is defined as the idea of change in the organisation to meet the changing needs of the working environment. Transformational leaders play their role as the change agent who is responsible for directing their workers to the new organisational objectives (Daft, 2014). Development of the new set of working attitudes in employees is the central goal of transformational leaders. The role of transformational leaders is immensely influential and inspirational for the workers that eventually helps them to change their traditional perspective of working. It is the responsibility of transformational leaders to help employees to solve their organisational issues and concerns by adopting new techniques of working.

The emerging working environment demands all the stakeholders of the organisations to work as the team. When it comes to consideration of teamwork in the organisation than the role of a transformational leader is immensely important. The primary objective of the transformational leader is to work with the team as the facilitator who guides and inspire all the team members to adopt the idea of change successfully. Transformational leadership is considered as the basic need for different forms of organisations to enhance their working paradigms (Daft, 2014). The objectives of innovation and diversity can only effectively achieve through the practical implications of the main idea of transformational leadership. There are four main behavioural components adopted by the transformational leaders to influence others positively. These primary behavioural facets are established as the domains of charisma, motivation, intellectual prospects, and individualised considerations. All these features assist the transformational leader to lead others and achieve desired organisational goals.

Charism and inspiration are defined as the basic characteristics that ensure a positive form of transformational leader. These two elements guide leaders to influence team members to the actual organisational requirements (Bass & Riggio, 2006). The facet of charisma is identified as the element of power for the leader to convince workers to spend their working skills and capabilities to achieve a higher level of performance. Individual consideration is another behavioural domain that is useful for the transformational leader to understand varied forms of skills, abilities, and competencies of different workers. The role of transformational leaders is dynamic because they are responsible to align the working performance of all the workers effectively and efficiently to achieve actual goals and objectives of the entire organisation. Proper consideration of intellectual stimulation is also essential for transformational leaders to assess the changing needs of the organisational environment. The role of transformational leaders as emerging leaders is critical because they are a responsible entity to anticipate the changing requirements for the organisations properly.

Benefits of Application of Transformational leadership Model in Organisations

The changing working environment of recent times demands organisations to adopt the particular and emerging leadership approach that meet all the changing requirements effectively and efficiently. Transformational leadership model is established as a popular name when organisations are committed to developing the idea of change in the working environment effectively. The benefits of the specific emerging form of transformational leadership can explore in the organisation when it comes to a proper consideration of vision. Transformational leaders play their role as the visionary agent who motivates others to identify and adopt different aspects of change timely. The transformational leader ensures its significant role as a supporter of workers to develop new forms of working. A major contribution of the transformational leader as the emerging individual in the organisation is to help workers to explore their potentials and capabilities that eventually helps to meet organisational objectives (Warrick, 2011). Another crucial responsibility of the transformational leader is to explicitly and effectively deliver necessary information about the shared values and culture of the organisation to each worker. A proper understanding of the overall cultural domain of the organisation helps employees to align their working domains with the actual performance standards set by the higher management of the organisation.

Transformational leaders ensure the adoption of all the effective strategies and practical measures to transmit organisational vision to all the team members. It is one key objective of the transformational leader to enhance the overall working spirit of the employees by encouraging them through different forms. The idea of transformational leadership as an emerging model is also effective because it provides realistic foundations to achieve all the organisational expectations. The main idea of transformation leadership come up with different opportunities and limitations. It is important for the organisational leader to play its role as a transformational leader by considering possible organisational options according to the actual needs. One of the main benefits of the transformational leadership approach is that it ensures the role of leader as the supporter and coach for the employees. Consideration and proper alignment of the organisational goals and workers’ objectives is the primary feature of concern for the transformational leader. The benefits of transformational leadership can explore in many different practical forms. A charismatic aspect of transformational leadership motivates workers to trust leader and adopt particular working directions set by the leader for them.

The proactive working approach of transformational leaders helps organisations to assess the changing needs of the environment and update working strategies and procedures. The approach of proactive decision making plays a positive role as it guides organisations to gain a competitive advantage in the market. Transformational leaders are willing to take risks that enhance opportunities for success for the leaders. Adoption of new practical domains and technological advancements assist organisations to compete in the growing working competition successfully. The emerging model of transformational leadership gives the necessary opportunity for leaders to motivate others to work properly and effectively according to the requirements of the organisations. Transformational leaders are playing their role as a change agent who creates a working environment which helps all workers to utilise their working potential at their optimum level. The transformational leader provides a necessary sense of personal power and authority to all the employees that ensure their optimum potential to perform organisational tasks.

The emerging model of transformational leadership provides a systematic system to the organisation that ensures proper consideration of all the relevant forms. The effectiveness of transformational leadership can observe in many different and detailed organisational perspectives. It is observed that the adoption of the idea of transformational leadership helps organisations to minimise turnover costs (Banks et al., 2016). The vision of transformational leaders plays a positive role to retain workers most possibly. A proper understanding of the working roles assists workers to show their complete engagement with the work and positively achieve objectives.

**Comparative Analysis of the Transformational Leadership Model and Contemporary Models of Leadership**

Comparison of traditional domains of leadership and the emerging form of transformational leadership is essential to highlight the actual effectiveness of the idea of transformational leadership style (Braun et al., 2013). Servant leadership and transactional leadership are characterised as the two major contemporary domains of leadership. It is crucial for the leaders to identify prevailing differences in these approaches to ensure the application of the most suitable leadership style in an organisational setting.

Transactional leadership style is ranked as the opposite leadership domain to the transformational leadership model. The model of transactional leadership is recognised as the historical form of leadership. The basic form of this particular leadership model is that leader offers some valuable outcomes in the exchange of the desired performance level from employees. This specific leadership model builds on the traditional approach of leading others that define the roles and responsibilities of leaders and employees strictly. The fundamental philosophy of transactional leadership model is that leaders and employees are associated with each other due to the main objective of completion of tasks according to the requirements of the organisations.

Servant leadership is way different than transformational leadership. A servant leader often shifts focus from his/her own interest and amend the interest according to the people he/she serves. It is notable to mention that the focus of servant leadership is on the means of achieving results rather than focusing on the results. Servant leadership changes his/her focus mainly through the expression of other's needs. It is evident that the assistance in servant leadership is in the form of providing guidance to meet organisational goals through empowering followers and establishing a culture of trust (Ghasabeh, Soosay & Reaiche, 2015). Despite transformational leadership, the concept of servant leadership remained largely undefined regardless of its effectiveness. Majority of scholars are making theories to determine the important at the organisational level. Both transformational leadership and servant leadership are people oriented. Furthermore, both leadership styles involve the elements of integrity, vision, delegation, respect, trust, and influence on followers. Like transformational leadership, servant leadership focuses on the appreciation, recognition, mentoring, and communication skills of leadership to achieve organisational goals. Both leadership models use these skills as empowerment tools for followers. Regardless of the similarities, there is a certain point of departures in both leadership styles. As servant leadership builds trust and influence followers, so followers are more likely to feel freedom under this leadership styles as compared to the transformational leader. Transformational leadership focuses on organisational goals, whereas, servant leadership focuses on the needs of the followers.

**Conclusion**

To inclusion, it is important to indicate that all leadership models have their importance according to the specific requirements of the organisational environment. It is essential for the organisational leaders to propose the idea of leading which ensure effective application of leadership domains. Transformational leadership model is established as the effective practical form of emerging leadership. The paradigm of transformational leadership helps organisations to minimise the existing gap between leaders and workers. The flexibility of this specific model helps workers to share their concerns to leaders and adopt a collaborative line of action.

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