

Corporate Governance and Leadership Conference – March 22-26th 2021

Transformational Leadership
Presented by:
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The Indian Black Butterfly
Date: March 24th 2021 - 10.30am

Presentation agenda – Wednesday March 24th 10.30am



Transformational Leadership

- *Transactional Leadership from the 20th Century
- *Why Transformational Leadership in the 21st Century?
- * The Foundation of a clearly defined Value system
- * The Millennials
- * Wrap up

Transactional Leadership Outdated from the 20th Century



Transactional Leadership



Transactional Leadership Outdated from the 20th Century



- Leaders using the transactional leadership style provide rewards or punishments to team members based on performance results.
- Managers and team members set predetermined goals together, and employees agree to follow the direction and leadership to accomplish those goals.
- The leader possesses power to review results and train or correct employees when team members fail to meet goals.
- Employees receive rewards, such as bonuses, when they accomplish goals and not if not achieved.
- Hierarchy is explicit
- Status Quo meaning mostly my way or the highway
- Fear based way of ruling

Conclusion on Transactional Leadership



TRANSACTIOAL LEADERSHIP TRAITS

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- 1. Extrinsic motivation
- 2. Practicality
- 3. Resistant to change
- 4. Discourage independent thinking
- 5. Rewards performance
- 6. Constrained thinking
- 7. Passive
- 8. Emphasis on corporate structure
- 9. Directive
- 10. Emphasis on self-interest



source: yscouts.com

21st Century Transformational Leadership!



6 Ways to Succeed as a Leader





Inspiring Commitment

- Recognize others' achievements
- Motivate employees



Leading Employees

- Delegate effectively
- Act with fairness



Strategic Planning

- Translate vision into reality
- Plan for the long-term



Change Management

- Facilitate organizational adaptation
- Manage resistance to change



Employee Development

- Coach to improve performance
- Provide guidance and encouragement



Self-Awareness

- Recognize personal limits
- Learn from mistakes



21st Century Transformational Leadership!



- ~ The Transformational leadership style demands high levels of communication from management to meet goals.
- ~ Leaders motivate employees and enhance productivity and efficiency.
- ~ This style of leadership requires the involvement of management to meet goals.
- ~ Transparency is the foundation as well as integration of People before Profits
- ~ Staff Motivation, training, guidance and encouragement for growth are an integral part of this process
- ~ Placement of the right people in the appropriate positions
- ~ Getting out of the 'grind' and creating healthy/open workplaces creates a new way to work for leaders and their teams

Clearly defined Values as part of the Organizational Culture





Clearly defined Values as part of the Organizational Culture



- ~ Values constitute a way of life
- ~ Without a clear definition of a value system one lives life aimlessly
- ~ Values impact your life in every aspect
- ~ Values impact how you make decisions
- ~ Your relationships are reliant on your values
- ~ How you perform revolves around your value system
- ~ Your behaviour revolves around your values
- ~ Your attitude rides on your values
- ~ YOUR LIFE DEPENDS ON YOUR VALUES!!!!
- ~ Integrity, Responsibility, Dignity, Effective Communication and Self-Trust are some examples

Millennials and the future!



- ~ Millennials have different mindsets and are more fluid
- They are not interested in being in a 'job' for 40 years and a retirement package
- They don't want to be dictated too as that stumps their creativity collaboration is their preference working style
- ~ Embracing diversity and flexibility helps them thrive
- They will change the future and it is our responsibility as Leaders to help and contribute to their growth
- ~ Together we create a different and open world!

Wrap up and Thank you! www.tazim.net



