



DEFENSE LOGISTICS AGENCY

THE NATION'S COMBAT LOGISTICS SUPPORT AGENCY



**J8 Aviation
Leadership Forum
Transformational
Leadership**

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What is it?



Transformational leadership is defined as a leadership approach that causes change in individuals and social systems. In its ideal form, it creates valuable and positive change in the followers with the end goal of developing followers into leaders.



Comparison with other types



- Laissez-faire
- Transactional leaders
- Transformational leaders



Where did it come from?



James MacGregor Burns (1978) first introduced the concept of transforming leadership in his descriptive research on political leaders, but this term is now used in organizational psychology as well.

Transforming leadership is a process in which "leaders and followers help each other to advance to a higher level of morale and motivation".



4 Key Traits and Attributes



- 1. Individualized Consideration**
- 2. Intellectual Stimulation**
- 3. Inspirational Motivation**
- 4. Idealized Influence**



Transformational Leaders



- George Washington
- William Wilberforce



Application

- **What good is it for to discuss this topic?
What can we do as leaders to help those following us?**

What aspects of your culture would you like to see change? Who else do you know with a similar passion? What small, initial step could you take to make a transformative difference in the area of culture that you feel needs to be reformed?

