# Transformational Leadership

## Leadership as defined through the transactions and the inspiration given by leaders to the followers.

## Trust

## Morals

## Motivation/Inspiration

## Challenge

## Vision

### Leadership by utilizing the motivation of the follower

### Leader knows his or her audience

#### Sets goals, has clear-cut vision

#### Often inspires through others

# Relations to *Facing the Giants*

## Coach uses transformational leadership

### Saw low team morale, had a vision of high morale

#### Knew hard work and confidence was required to perform well

### Coach knows his audience, uses Brock as a vessel to connect to other team members

### One on one relationship between Brock and coach

#### Inherent trust in this relationship

#### Coach commands respect ,built trust

##### If not scenario

### Brock Is able to inspire the entire team

#### Team motivation and morale is up

## Expectations are broken

### 1) Team was surprised by brocks strength/endurance

### 2) Brock himself was surprised

### 3) Coach was surprised that the kid weighed 160

## Coach as leader vs. followers

### Coach has trust with teammates, commands respect

#### They team listens up, doesn’t goof off while he is around, follow his orders

### Individualized consideration

#### Knew how to connect to Brock, get the most out of him

#### Getting the physical strength out relates to the skill and internal strength in other situations

### Coach is seen as a director at first, someone who tells them what to do. Later he is even more respected and is seen as an almost unnatural inspirer.

# Questions

# 1) Who is the role model here, the coach or Brock? Is Brock a transformational leader in himself or is the coach the clear-cut leader here?

## Combination: Brock needs to consent and give it his all, knowing that he is the one the team looks up to as a role model, but the coach was the one who had to initiate it and keep Brock going.

# 1) In what types of situations are transformational leadership approaches best? What situations are transactional the best?

## Generally D1 employees or D2 that need that coaching or something there

# 2) A lot of the worlds most famous leaders, such as Nelson Mandela, Ghandi, and MLK, are labeled as transformational leaders. But there are also, as Northouse says, “pseudotransformational leaders.” Whenever someone deals with motivations and morals a lot could go wrong. What are some of the risks involved in transformational leadership?

## In dealing with motivations one must watch out for “hive mind” or “group think.” The transformational leader must remain open to new ideas, keep focus on placing at least some responsibility on the followers.

# How can a group stay inspired by a leader, or does the charisma or novelty of the leader wear off?