

Read Book The Relationship Transformational Leadership Empowerment Pdf For Free

An Analysis of the Relationship Between Psychological Type and Transformational Leadership Jul 18 2022

Effective Leadership: An Analysis of the Relationship Between Transformational Leadership and Organizational Climate Mar 22 2020

Historically, theorists have attempted to develop an effective leadership model from the great man theory to present day philosophical leadership concepts. Present day theorists continue to identify and define transformational leadership as an effective leadership style in which leaders motivate subordinates' commitment to organizational goals, vision, and mission by empowering them to take action in pursuit of organizational effectiveness. This effort to increase organizational effectiveness is also evident in industrial-organizational psychology's history with the work of the Gilbreths and Henry Ford. Using this effective leadership concept, the United States Army has recently included transformational leadership in its field manuals. However, since the development of transformational leadership in the 1980s, there is little data in respect to the United States Army. Therefore, this study added empirical data to the inventory of knowledge through a correlational research design and bivariate statistical analysis. Seven companies comprised this research sample (n = 227). Seven company commanders, two executive officers, four first sergeants, 11 platoon sergeants, and 30 squad leaders completed the Multifactor Leadership Questionnaire (MLQ) (n = 54). One hundred seventy-three subordinates completed the Command Climate Survey (CCS) (n = 173). Two questionnaires (i.e., MLQ and CCS) were used to determine if a relationship existed between transformational leadership scores and organizational climate scores. Additionally, this study analyzed a correlation between leadership scores on both instruments. Results indicated that no statistically significant relationships existed except a

negative correlation between Inspirational Motivation and Mentorship/Coaching ($r = -.81$, $p = .028$). Other non-statistically significant correlations were discussed.

The Relationship Between Transformational Leadership and Organizational Change Mar 14 2022

The Relationship Between Agreeableness and Transformational Leadership in Undergraduate Students Nov 29 2020 Within organizations there are conflicting messages as to what constitutes effective leaders (Collins, 2001). One of the primary differentiators between effective and ineffective leadership appears the difference between self-oriented leaders, or individuals that are primarily concerned with their own needs, (Kellerman, 2004) and other-oriented leaders, or individuals that are primarily concerned with the needs of their followers (Collins, 2001). Transformational leadership is a leadership style that is primarily oriented towards the care and development of the leader's followers (Bass & Riggio, 2006). The personality trait of agreeableness is primarily concerned with relationships with others and ability to trust others while maintaining social harmony (Costa, McCrae, & Dye, 1991). However, there is limited evidence to indicate that agreeableness and transformational leadership are related (Judge & Bono, 2000). The purpose of this study was to examine the relationship between agreeableness, including the facet level (trust, straightforwardness, altruism, compliance, modesty and tender-mindedness) and transformational leadership, including specific factors (individualized consideration, intellectual stimulation, inspirational motivation, and idealized influence).

Communication-centered Approach to Leadership Dec 19 2019 Communication is frequently cited as a critical component of leadership. This study takes a significant theoretical departure from that view and embraces the realm of communication as a lens through which we understand leadership. It proposes that leadership is inherently communicative. Communication is viewed as more than a technique or component of leadership, but rather the essence of leadership (Barge, 1994; Hackman & Johnson, 1991; Vickrey, 1995). Communication is

almost universally included in the study of leadership (Capowski, 1994; McLean & Weitzel, 1992; Vickrey, 1995), but is not typically viewed as a foundational element or as the central process from which leadership is a component and that is the primary contribution of this paper. The objective of this dissertation is to empirically test this theoretical model. The study looks at relationships supported by the leadership research related to transformational leadership, emotional intelligence and follower outcomes. It then incorporates interpersonal communication competence into existing models to establish its relative importance in the leadership process. The critical premise is that leadership and emotion are considered unique aspects of communication. In particular, this study proposes that interpersonal communication competence is essential in the realization of effective leadership and in particular the transformational form of leadership with the interpretation, management and expression of emotion as fundamental components. Specifically, communication was hypothesized to mediate the highly supported emotional intelligence--transformational leadership relationship found in the literature and account for significant variance in follower performance and attitudes. Results did not support the hypothesized mediation. Surprisingly, the negative finding was a result of the lack of support for the highly supported relationship between transformational leadership and emotional intelligence (Ashkanasy & Tse, 2000; Bass, 2002; Barbuto & Burbach, 2006; Barling et al., 2000; Gardner & Stough, 2002; Sivanathan & Fekken, 2002). Without an established primary emotional intelligence and transformational leadership relationship, the mediation test was not warranted. Also interesting is that emotional intelligence did not show a significant relationship to interpersonal communication competence. However, interpersonal communication competence showed a strong positive relationship with transformational leadership and follower attitudes providing support for the importance of this construct.

The Relationship Between Transformational Leadership and Project Performance in Applied Research Development Teams Jun 24 2020
A Study of Transformational Leadership and Its Relationship to School

Reform Apr 22 2020

A Study of the Relationship Between Transformational Leadership and Organizational Culture May 04 2021

The Relationship Between the Practice of Transformational Leadership and a High-performance Culture Sep 20 2022

Dimensions of Transformational Leadership and Relationship with Employee Performance in Hotel Front Desk Staff Feb 25 2023

The Relationship Between Planning, Transformational Leadership and Transactional Management Nov 22 2022

Transformational Leadership and Its Relationship to Success in Developing New Churches Nov 10 2021

Value Systems of Transformational Leaders, and the Relationship Between Transformational Leadership and Value System Congruence of Subordinates Apr 27 2023

Leadership and Teams Oct 29 2020

Transformational Leadership and Its Relationship to Trust and Behavioral Integrity Sep 08 2021 To thrive in a global environment, companies need effective leaders who can motivate followers to achieve organizational goals. Transformational leadership may provide the means to achieve these goals. A transformational leader demonstrates behavioral integrity, which allows for the development of trust with followers. Although researchers have proposed a relationship between behavioral integrity and transformational leadership, as well as trust and transformational leadership, none has established a correlation between the two. As such, this study examined two research hypotheses: (a) behavioral integrity is positively associated with transformational leadership and (b) trust is positively associated with transformational leadership. The study utilized a cross-sectional quantitative survey of 10 hotels within the greater Anchorage, Alaska area and employed three questionnaires: Simon and Parks' (2002) Trust Scale, Simon and Parks' (2002) Behavioral Integrity Scale, and Bass and Avolio's (1995) Multifactor Leadership Questionnaire-Form 6S. Data were collected from 84 employees at 10 hotel properties. Pearson correlations tested the relationship between transformational

leadership and trust as well as between transformational leadership and behavioral integrity. The Pearson correlations between the variables indicated that transformational leadership was significantly and positively correlated with trust ($r = .49$, p

The Relationship Between Transformational Leadership and Spirituality in Business Leaders [microform] Dec 11 2021

The Relationship Between Leader Match, Direct Report Team Perceptions of Transformational Leadership, and CEO Effectiveness Jul 26 2020

Understanding the Relationship Between Transformational Leadership and Cultural Intelligence Feb 19 2020

The Relationship Between Transformational Leadership and Organisational Culture Jun 05 2021

Emergence of Leadership Apr 03 2021

A Study of the Relationship Between Transformational Leadership and School Climate Aug 07 2021

Multi-level Relationships Between Transformational Leadership and Employee Value Co-creation: The Motivational Processes Involved in the Relationship Oct 09 2021

The Relationship Between Transformational Leadership and Psychological Capital in University Staff Managers Jun 17 2022 The topic of leadership has received much scholarly attention, as researchers have investigated the contribution of different leadership styles to various elements of organizations. Transformational leadership, which is one of the well-established leadership styles, has been found to contribute to multiple aspects of the workplace. Additionally, researchers have investigated the relationship between psychological capital and various leadership styles. Previous research has found a significant relationship between leadership and psychological capital; however, few studies have analyzed the relationship between transformational leadership and psychological capital, specifically levels of psychological capital in transformational leaders. The purpose of this exploratory study was to investigate these relationships, specifically the relationship between transformational

leadership and psychological capital and its subscales, self-efficacy, hope, optimism, and resiliency. Participants were asked to take a survey containing the Transformational Leadership Inventory (TLI) and the Psychological Capital Questionnaire (PCQ). The survey was sent to a sample of 649 staff supervisors at a large southeastern university, of which 216 individuals participated. Correlational analyses were employed to investigate initial relationships. Overall levels of psychological capital, as well as its subscales, self-efficacy, hope, optimism, and resiliency were all found to be significantly positively correlated with transformational leadership. Results from a multiple regression analysis indicated that self-efficacy, hope, and optimism had significant unique contributions to level of transformational leadership. However, resiliency did not have significant results. A canonical correlation analysis was employed to further explore the relationships between each of the constructs.

Examining the Relationship Between Transformational Leadership and Engagement Jan 24 2023

Transformational Leadership Dec 23 2022

A Study of the Relationship Between Transformational Leadership and Teacher Attitudes Jan 20 2020

A Re-examination of the Relationship Between Information Processing and Transformational Leadership Jan 12 2022

The Relationship Between Transformational Leadership Practices and Global Social Responsibility May 16 2022

The Analysis of Relationship Among Transformational Leadership Style and Performance of Personnel by Mediation Role of Organizational Culture May 24 2020 Goal: The current study aims to interpret relationship among transformational leadership style and mediation role of organizational culture with performance of personnel in Shiraz Blood Transfusion Organization. Materials and methods: The present research is a descriptive- correlational study of surveying type. Statistical population of this study is composed of 250 directors, supervisors, and personnel of Shiraz Blood Transfusion Organization. Among this population, 150 respondents were chosen as sample size based on

Morgan's Table and available non-randomized sampling technique was employed and questionnaires were distributed between the sampled participants. Three questionnaires were utilized as data collection tools as follows: Standard Questionnaire of Personnel's Performance (Moghimi, 2011), Multifactor Transformational Leadership Questionnaire (Bass & Avolio, 2000), and Organizational Culture Questionnaire (Robbins, 2000). Data were analyzed using confirmatory data analysis and structured equations model and by means of AMOS (v.18) and SPSS (v.22) software. Findings: With respect to path coefficient (0.1) and significance level (0.788), the positive and significant relationship is not verified among performance of personnel and transformational leadership. Given path coefficient (0.84) and significant level (0.000), there is significant relationship among transformational leadership style and organizational culture. Similarly, there is direct and significant relationship among organizational culture and performance of personnel. Moreover, there is indirect and significant relationship among transformational leadership and performance of personnel by organizational culture. Conclusion: Transformational leadership style is indirectly related to performance of personnel via organizational culture. Therefore it can be concluded that transformational leadership style may affect performance of personnel by influence in organizational culture.

Relationship of Transformational Leadership and Character with Five Organizational Outcomes Dec 31 2020 Extensive research exists linking leadership to organizational outcomes. In particular transformational leadership has received a great deal of support for its effectiveness in producing desirable organizational outcomes across a variety of organizational settings. More recently due to well-publicized business scandals, leadership research has focused on the moral dimensions of leadership. It has been suggested that charismatic leadership and transformational leadership could have a dark-side with some leaders using their influence to exploit followers and use their position for self-serving goals. The purpose of this research is to investigate if a leader's character traits add in predicting organizational

outcomes beyond that predicted by a leader's transformational leadership style and to see if some transformational leaders do display a dark side. The sample for this research consisted of 279,100 active-duty military and civilian United States Air Force personnel. Data were collected using a survey that included measures of transformational leadership, character, and five organizational outcomes. Results indicated leadership and character were significantly related to the five outcome measures, and character significantly contributed to prediction of the outcomes after accounting for the effects of transformational leadership. Additionally, high levels of character and transformational leadership yielded the greatest effects on the outcomes. A small percentage of participants displayed the dark side of leadership (i.e., scoring high on transformational leadership and low on character). This research adds support for measuring leaders' character in combination with transformational leadership assessment.

A Study to Identify and Analyze the Relationship Between (1) Transformational Leadership and Collaboration, and (2) Transactional Leadership and Collaboration in Selected Minnesota Elementary Schools Apr 15 2022

True Leadership Oct 21 2022 This edited collection addresses several forms of moral leadership within the context of kenosis, bringing together both secular and biblical perspectives on the role of morality and self-sacrifice in effective leadership theory and practice. The contributors apply various leadership theories in the analysis of sacred texts in order to uncover unique insights into the biblical truth about leadership. Their analysis moves away from egotistical leadership focused on self-aggrandizement and provides a new model for leadership - one characterized by morality, authenticity, and service. True Leadership will benefit scholars, researchers, and students interested in values-based leadership and seeking to enrich their understanding of organizational behavior and leadership development.

Work Engagement Feb 13 2022 Deals with a different dimension of workplace psychology, which is the basis of fulfilling, productive work.

The Relationship Between Implicit Person Theory and Transformational

Leadership Aug 19 2022 Transformational leadership has been one of the most heavily researched theories of leadership of the past 25 years, largely because this style has been associated with a wide range of positive individual- and organizational-level outcomes. Despite the need for transformational leaders, the antecedents of transformational leadership behavior remain ambiguous. Numerous potential antecedents of transformational leadership have been identified in the past, but this research has focused on popularly addressed or commonly measured variables rather than characteristics with a strong theoretical link to transformational leadership. The current study expands on past research by examining a theoretically driven predictor of transformational leadership behavior. Specifically, the current study will examine whether a leader's implicit person theory (IPT) will be a predictor of leadership behaviors. This theory was chosen as a potential antecedent because it centers on the concept of malleability or change, and as such shares a strong intuitive connection with transformational leadership (which itself places a heavy emphasis on change and growth). Results did not support our hypotheses, however, as regression analysis revealed that IPT failed to account for significant variation in leadership behavior after accounting for some of the most commonly examined predictors in the literature, (the Big Five personality traits). Limitations of the current study and opportunities for future research are discussed.

The Moderating Effects of Gender on the Relationship Between

Transformational Leadership and Leader Effectiveness Aug 27 2020

A Case Study on the Relationship Between Restitution and the

Transformational Leadership Behaviors of Selected School Principals

Feb 01 2021

Sharing the Fire Mar 26 2023 Seminal articles on organizational commitment in public organizations have assumed that employees reciprocate the attitudes of their peers, but recent studies suggest that the impact of managers' organizational commitment on employees' organizational commitment depends on how leaders convey their organizational commitment. This study paper investigates how

transformational leadership moderates the relationship between managers' and employees' organizational commitment. Multilevel Danish data from surveys of 68 principals and 1,349 teachers in the area of upper secondary education show that there is no direct relationship between principals' and teachers' organizational commitment, but that transformational leadership moderates the relationship. (Series: The Rockwool Foundation Research Unit - Study Paper - No. 74)

Values-based Transformational Leadership Jul 06 2021

A Study of the Relationship Between Transformational Leadership, Empowerment and Organizational Commitment Mar 02 2021

The Relationship Between Transformational Leadership Style and Employees' Perception of Leadership Success in Higher Education Sep 27 2020 The problem addressed examined whether two merged academic institutions was successful in implementing a transformational leadership style within the united organization. Successful leadership cannot be limited to the perception of only the leader, but must include the perceptions of the follower as well. The focus of this study was to investigate the relationship between transformational leadership style and the employee's perception of leadership success. This research study provides the opportunity to advance the fields of organizational change, management, and academics by examining the success of transformational leadership through the perception of the employees in higher education as it related to the outcomes of leadership. Reviewing and analyzing the degree to which employees' respond to transformational leadership within the literature of other business, industry, and organizations provided the arena to acknowledge the gap in knowledge. All four components of the transformational leadership style: idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration, that a transformational leader possesses and implements effect the expected outcomes of the follower. Transformational leadership style is essential to transforming lives and organizations. Christians and businesspersons alike must understand the principle "as iron sharpens iron." Proverbs (27:17) states that Christians are to build each other up and bring out the best

in one another. The findings highlight the potential benefits of the use of transformational leadership as an advancement of humankind and business and industry profits.

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