

Transformational Leadership in Businesses

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Abstract: The modern business world rarely needs the presence of tyrannical leaders who just impose rules that the employees should follow. Modern businesses need transformational leaders who inspire changes among their followers. The business environment has transformed in such a way that business managers, business owners, business employees, and the communities surrounding an environment must work mutually for the success of a single business. Transformational leaders do not only manage work environments, but also act as tools for competitive advantage as they help companies to attain and retain quality workers through providing employees with inspiring workplaces. These trends of attracting and retaining quality workers through the integration and use of transformational leadership techniques normally lead businesses to gain competitive advantages over others.

Keywords: Leader, leadership, transformational, work, balance, employees, business, organizations, productivity.

Introduction

The traditional ways of managing organizations are becoming obsolete as the business environment continues to reshape rapidly with the growing market demands and consumer preferences (Givens, 2008). Due to these demands in the global business changes where customers and business trends are evolving, managers have begun to transform their leadership techniques to accommodate these changes (Jyoti & Bhau, 2015). One of the most important but regularly unnoticed in the modern leadership techniques is the transformational form of leadership, which has become integral in the management of modern organizations (Givens, 2008). Fundamental to answering some of the questions people ask about transformational leadership, this essay provides a comprehensive definition of transformational leadership and highlights its major role transforming the modern

organizations.

Defining Transformational Leadership

Transformational leadership is a management technique where leaders of an organization find ways of working collaboratively with the employees to identify the needed changes create achievable and realistic work targets and work towards achieving a certain vision (Givens, 2008).

According to experts, transformational leadership occurs when managers are capable of positively inspiring their followers, who are more predominantly the workers and their subordinates to advance and make transformative or visionary changes (Givens, 2008). These leaders normally identify the essential changes for corporate growth and find ways of working with the employees to form collaborative approaches of achieving these changes (Givens, 2008). Their visionary position inspires people to follow and achieve the created visions and goals.

Nature of Transformational Leadership & Business Growth

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As highlighted above, transformational leadership is an inspiring form of leadership. Given the modern nature of employees who are highly suave and demanding in terms of payment, having leaders who can motivate these employees is very crucial (Jyoti & Bhau, 2015). Management experts dealing with the issues of employee relations have recently discovered that most of the modern employees are looking for enabling work environments where they can freely explore their innovative talents and ambitious that are in tandem with their professional desires (Jyoti & Bhau, 2015). Transformational leaders often give these employees opportunities to add value to the organizations by exploring their potentials and contributing to the growth of the companies as if they are their own.

The business world is transforming rapidly and the growing technologies, changes in the market demands, changes in the product and service preferences are some of the new business developments that require the existence of transformational leaders (Jyoti & Bhau, 2015). This means that each protracting change needs a tactical approach for any visionary company to keep moving from era to another. Most of the tactical skills that the transformative leaders use are the techniques that involve strategic management, which is the most significant leadership approach in the modern-day business environment (Jyoti & Bhau, 2015). Strategic management is all about identifying business changes and challenges and formulating realistic goals and targets that organizations must achieve to meet the incoming organizational changes.

This modern trend of managing people and activities in business environment is making organizations demand for transformational leaders whose main responsibilities involve helping the followers to follow the visionary plans and inspire collective goal achievement (Jyoti & Bhau, 2015).

With such trends in leadership and strategic thinking, companies quickly realize the needed changes and transform through collaborative efforts. More often, especially when organizations are working to meet certain business demands, these transformational leaders help their followers to move beyond their immediate self-desires and set values and targets and ensure continued development (Jyoti & Bhau, 2015). According to Jyoti and Bhau (2015), transformational leaders would often lead through various affective, cognitive, and behavioral traits that inspire employees to attain superior targets.

Conclusion

The modern business environment is very demanding and needs organizations to understand the need to acquire transformational leaders who can inspire workers to understand the growing business changes and challenges for them to achieve certain goals. The modern ways of leading organizations using transformational leadership techniques have helped organizations to appear as the great place for people to work, where employees find enabling work environments to explore their innovative thoughts and skills. When all organizations come to

understand that the growing business changes need leaders who can communicate these changes to the employees and find visionary approaches to accommodate these changes, most of them will encounter few developmental challenges even as the market presents mixed fortunes.

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