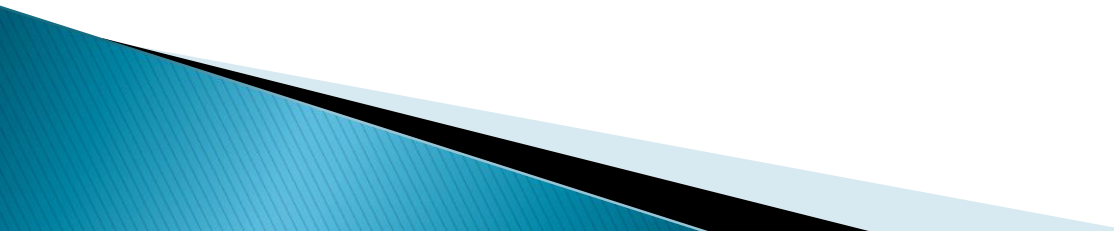


Leadership-IV

Umakanta Nayak

Transactional Vs Transformational Leader

- ▶ Transactional leaders guide or motivate their followers in the direction of established goals by clarifying role and task requirements.
 - ▶ Transformational leaders inspire followers to transcend their own self-interests for the good of the organization, and are capable of having a profound and extraordinary effect on his or her followers.
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Transformational Leaders

Transactional

- Contingent Reward
- Management by Exception (active)
- Management by Exception (passive)
- Laissez-Faire

Transformational

- Idealized Influence
- Inspirational Motivation
- Intellectual Stimulation
- Individualized Consideration

Leadership Model

Transaction Approaches

- Laissez-Faire
- Management by Exception
- Contingent Reward

Transformational Approaches

- Individualized Consideration
- Intellectual Stimulation
- Inspirational Motivation
- Idealized Influence

Authentic Leaders

- Authentic leaders know who they are, what they believe in and value, and act upon those values and beliefs.

Ethics and Leadership

- Leadership is not free from values. When we assess leadership, we must assess not just the goals themselves but also the means by which those goals are achieved.

Trust and Leadership

- ▶ Trust – a psychological state that exists when you agree to make yourself vulnerable to another because you have a positive expectation for how things are going to turn out.
- ▶ Three types of Trust in organizations
 - Deterrence-based (Fear of reprisal)
 - Knowledge-based (Information)
 - Identification-based (Emotional connection)



How is Trust Developed?

