Building and Maintaining a Culture of Transformational Leaders

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Transformational Leadership

"Transformational leaders don't start by denying the world around them. Instead, they describe a future they'd like to create instead."
Seth Godin

From: http://www.flickr.com/photos/bdesham/3259862682/

Effectively Manage Teams   - See and Speak to Potential by Invitation and Evocation

➨ Engage and inspire employees through building a culture of trust that will lead to cohesive teams and innovation.

➨ Psychological Safety

➨ Holding people to highest standards

➨ Challenging and compassionate energy to bring up worries and concerns and build a culture of feedback

How individuals Inside Organizations Achieve Powerful Sustainable Growth

Transformational leaders at all levels:

Share a common value with a vision to come together to create a culture where people believe they can influence positive change by taking calculated risks through their collective actions.

LEVEL 5 — **LEVEL 5 EXECUTIVE**
Builds enduring greatness through a paradoxical blend of personal humility and professional will.

LEVEL 4 — **EFFECTIVE LEADER**
Catalyzes commitment to and vigorous pursuit of a clear and compelling vision, stimulating higher performance standards.

LEVEL 3 — **COMPETENT MANAGER**
Organizes people and resources toward the effective and efficient pursuit of predetermined objectives.

LEVEL 2 — **CONTRIBUTING TEAM MEMBER**
Contributes individual capabilities to the achievement of group objectives and works effectively with others in a group setting.

LEVEL 1 — **HIGHLY CAPABLE INDIVIDUAL**
Makes productive contributions through talent, knowledge, skills, and good work habits.

Qualities of a Transformational Leader

- **They See a Future Potential, in a situation/person/organization**

- **They See What Very Few Others Can See**

- **They Can Articulate That Vision to the Masses**

Needs of a Transformational Leader

- **Diverse Team That Can Carry Out the Vision**

- **Team That Challenges and Asks Big Questions**

- **Integrators Behind Fast Moving Visionary**

Challenges of a Transformational Leader

- **Being Misunderstood and Misinterpreted**

- **Fears and Doubts Projected Onto**

- **Rallying Everyone to a Collective Vision**

Success of a Transformational Leader

- **A New World**

- **New Paths and Potentials**

- **Innovative Technologies and Ways of Being**

Meeting Business Objectives

- **Focus on Destination and Structure But Aren't Attached to the How**

- **Match Employee Capacity, Capability, and Willingness with Objectives**

- **Notice the Difference between Busyness and Productivity**

Business Objective Mindset

MINDSET FOR SUCCESS

- **Have a Strategy, Be willing to Toss It**

- **Test, Try, and Trust**

- **Acquire Wisdom from Success and Failure (Self-Reflection)**

Getting Team To Meet Business Objectives

- **Hire Equally - Go getters, Creatives, Integrators, etc.**

- **Identify Bottleneck Points**

- **Ensure Balance Throughout Entire Organization**

How Individuals Inside Organizations Achieve Powerful Sustainable Growth

- Name the culture they want to create
- Don't tolerate powerful groups of people to derail the spirit of cooperation
- Decide what will and will not be tolerated and they openly communicate it
- Regularly ask individuals why the organization's mission is important and how they will contribute to make a difference

How Individuals Inside Organizations Achieve Powerful Sustainable Growth

- Commit their focus to keeping the desired culture front and center
- Consistently create it by modeling the way
- Create positivity by running interference to naysayers
- Sell their vision to other areas within an organization
- Establish agreements for setting transparency in how people will come together, how they will communicate, and how decisions will be made and then they hold each other accountable to practice them

Motivate Employees earn the Ingredients for Culture Building for the Millennial Generation

New definition of leadership that is necessary for the 21st century:

➡ 1) Leadership isn't hierarchical

➡ 2) Leadership is lead by example but also reciprocal

➡ 3) Leadership evokes the highest potential out of another

Generational Differences Compared

Millennial - *Emotional Driven*	Other Generations - *Values Driven*
More vulnerable - speak to what they desire	**Less** vulnerable - less likely to speak to what they desire
More adaptable to change	**More** resistant to change
Soft in their ways - have worked less years, situations are new or haven't been experienced yet	**Hard** in their ways - have worked more years, have experienced many situations
Want autonomy, non-linear career path, meaningful feedback, have a defined purpose that brings them fulfilment	**Want** respect, linear career path, strong work ethic, integrity, accept responsibility to get the job done
Don't Want traditional office work environment/ hours of 9 to 5, using outdated technology, change moving slowly	**Don't Want** modern work environment, hours outside of traditional office hours, falling behind in technology, change happening too fast

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