Student’s Name

Instructor

Course

Date Due

Transformational leadership

**Introduction**

Transformational leadership is a leadership style where the leader inspires and motivates his followers to achieve a certain vision. This style of leadership stands out from other forms of leadership as it focuses on the employees and transformation of the organizational culture. This makes this kind of leadership to have far reaching effects. This paper seeks to explore the components of transformational leadership and its implications during the tough economic climate brought about by the global Covid-19 pandemic (Steinmann, 120; Tabrizi, 38; Hartog, 209)

**Main Tenets of Transformation Leadership Theory**

The three main tenets of this theory is that transformational leaders enable:

* Corporate culture
* Organizational performance
* Knowledge management (Himelhoch,21)

**Elements of Transformational Leadership**

* Idealized influence
* Individualized consideration
* Intellectual stimulation
* Inspirational motivation (Steinmann, 56-78)

**Qualities of Transformational Leaders**

* Adaptable
* Visionary
* Charismatic
* Inspirational
* Open-minded
* Proactive (Hartog, 154-170)

**Criticism of Transformational Leadership Theory and its Implication**

This theory has been criticized by that:

* Its focus on impression leads to self-promotion of leaders that some considers unethical
* Theory is difficult to train since it is an amalgamation of many theory (Tabrizi, 43)

**Advantages and disadvantages of transformational leadership**

*Advantages*

* Allows for change
* Reduces employee turnover
* Promotes innovation in the company (Liu & Li, 45)
* *Disadvantages*
* Can be disruptive and risky
* Can cause burnout due to too much pressure on teams (Steinmann, 27)

**Implication on transformational leadership style during the Covid-19 pandemic**

Transformational leadership is needed during uncertain times such as the one created by Covid-19 pandemic. Transformational leaders are needed through all levels of an organization because through their organizational commitment, they are able to inspire organizational citizenry behavior that will help organization survive the harsh business climate ((Hartog, 47).

**Conclusion**

Transformational leadership is seen as an effective form of leadership compared to other leadership styles such as transactional and servant leadership.

**Work cited**

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