

Management and leadership



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Leadership and Management Leadership and management go hand in hand because of the interdependence of both on each other whether in the business world or in the religious life. It is believed that leaders shall have influence over their followers whether this influence is in the domain of personal power or through sheer respect, leader has to carry a significant level of influence and charisma. In this piece of work, I am going to discuss the transformational leadership.

In most simple words, Transformational leadership is all about making everyone better. Whether it relates to improving the morale of the one single employee or setting the direction for the whole new philosophy of the company, transformational leadership is about to make everyone's life better. Research suggest that transformational leaders are ranked higher in their effectiveness and financial success besides gaining enormous employee and customer loyalty. (Armstrong, 1996). However this transformational leadership itself depends upon the level of inspiration of the leader thus inspiration is considered as the essential component of the transformational leadership model.

Follower development and follower building is the key to the success of transformational leadership thus it is very important that the leader must have a charismatic personality. (Dvir, Eden, & Shamir, 2002). Further it is also believed that the transformational leadership has a very strong correlation with the performance of the organisation because since the employees get themselves acquainted with the leadership therefore the element of high performance come by itself and people start to associate themselves with the organisation and leadership in more better and fuller way.

The evolution of management over the period of time suggest that the monetary benefits now have a very minor impact on the motivation of the employees and that the inspiration and willingness to get the personal satisfaction out of one's work are now more dominating factors as for as the performance is concerned. The shift from the industrial to service orientation of the organisations necessitated for the organisations to build strong relationships in order to succeeded. The interdependence of the resources including people and organisation therefore is now a very vital ingredient for the success and development of the organisations. Within this context, for nursing to enjoy a more longer term and better future, it is necessary that a transformational leadership shall come forward to take over the reins of this profession. Since nursing is a kind of professional which demands extra patientce and abilitiy to remain calm and goal oriented therefore transformational leadership may one such impetus which can provide this profession a better and dynamic outlook. One such example of serving with enormous level of inspiration was Mother Terresa. Mother Terresa was a true example of transformational leadership which flourished beyond the profession and went on to influence millions of people across the globe with sheer charisma and positive influence on all.

The example of Mother Terresa exactly fit our leadership and management theory of the transformational leadership because she fulfills the basic critieria of being an inspirational leader.

References

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