

Transformational leadership in sianguna highschool

[Business](#), [Management](#)



Sinagua Highschool implements a leadership system wherein all stakeholders participate through a school committee called the Site Council.

The Principal acts as a facilitator. In this leadership system, all are encouraged to participate and thus are given the opportunity to voice out their ideas, concerns, and suggestions. This is the very essence of transformational leadership wherein " the leader must master the process that involves a whole organization in what amounts to collective creation."

Because of the need to get everybody involved, active participation cannot be avoided. Hence, with everybody given time to voice their thought, debates, and a lot of discussions ensue before plans or decisions are reached. Interviews contained in the report evidence that there are a lot of e-mails, messages, memos are passed prior to every meeting thus are just part of the additional costs that the school has to suffer. Processes are lengthened such that before a decision is reached on an issue it will have to pass through a lot of debates and discussion. Thus by the time a decision is reached the same may be too late to pass upon urgent matters.

The possible solution to hasten the process of decision making is to create small groups to address specific concerns. The same may be made subject to another group that will conduct a review of the initial group's decision. Members of the group assigned to specific concerns must be knowledgeable on the issues based on experience and educational background. This would provide a solid foundation and can help explain issues to those who do not have the same background.

Suggestions regarding issues may be written down by those interested in participating in the discussions. These may be grouped and scheduled for a

hearing. This would facilitate faster discussions and deliberations since suggestions are consolidated, perfected, and resolved in one sitting.

II

Transformational Leadership seeks to constantly remind its followers to commit to the vision. In Siangua Highschool this is depicted as the passion that motivates each and everyone to participate in the system. The Transformational Leadership sustains this by the use of ceremonies and rituals. This elicits mere small changes that differ from the traditional as an indicator of progress. In Siangua Highschool the Transformational Leadership is evident when issues of changes do not conform to tradition and thus are not allowed to continue. This has the effect of hampering the personal and professional growth of the school, teachers, as well as the students. Risks, meaning actions deviating from tradition, although supported by the administration are often limited in scope or are generally not allowed. To test the extent of risks, perhaps a group may be formed to conduct or investigate the proposal containing risks prior to discussions on the said changes. Having experienced the risk, these group members are at a better advantage to evaluate and discuss its risks. By resorting to this recommendation the school can move forward, taking safe and intelligent risks rather than just not taking those risks because they go against tradition.

III

In the democratic processes of Siangua Highschool, all are considered leaders. Thus plans for the curriculum and the school are deliberated for mere short-term goals. Because of the representation of so many leaders,

strategies continually change. They consider this an advantage for they can adapt to all sorts of scenarios and problems. The downside of this is that there is no long term goal that binds all changes or developments. Short term goals address problems but it will not bind the short-term goals to a larger goal. This, therefore, limits the growth of the school in all aspects. Long term goals are necessary as a direction to guide the school towards a bigger purpose.

The recommendation is to create long term goals and assign members to assess that the short term goals that although are constantly changing may be tied up to this long term goal.