Evaluation of transformational theory

Introduction

What is Transformational Theory? This idea of transformational leadership was initially presented by James V. Downton, the beginning to coin the term " transformational leaders", the concept far formulated by leading individual and presidential biographer James MacGregor Burns. According to Burns, transformational leaders can be seen when " leaders and followers give each other move to the higher degree of ethics and need. " Through the intensity of their experience and personality, transformational leaders can encourage followers to alter expectations, perceptions, and motives to get towards general ends. Unlike at this transactional way, it is not from the " give and make " relation, but on the human's personality, traits and power to create the change through example, articulation of an energizing vision and challenging goals. Transforming individuals are idealized in the meaning that they are the moral example of working towards the welfare of the team, organization and/or group.

Explanation of Transformational Theory

As the word " change " indicates, Bass Transformational Leadership concept is one of the collections of different Transformational Leadership Theory. More knowledge of the common world about these can be seen in the article Transformational theory. Burns originally stated that individuals will change the life of peoples by changing their perceptions, dreams, expectations, beliefs, and so on. Characters within this human her or himself are behind these changes. The human presents, communicates, and does whatever it takes to make the people find the vision and exhort them to do things. Bass

important contribution in 1985 to Burns' first concept was identifying mental mechanisms and setting forth ways of evaluating the effectiveness of the Bass Transformational Leadership concept. Transformative education theory attempts to inform how humans revise and reinterpret thought. Transformative education is the cognitive process of effecting change in the frame of reference. The frame of reference determines our perspective of this reality. These emotions are much affected. (Ileris, K, Apr 2001) Adults have the tendency to refuse any thoughts that do not equal to their individual beliefs, associations and concepts. The lived experiences of pre-service teachers within social past immersion experiences were well understood through this concept of transformative education (Mezirow 1991, 2000). Transformative learning concept was used as the model for determining if disorienting experiences prompted perspective change and influenced the social consciousness of pre-service instructors. Transformative learning concept is most frequently postulated in the context of individual education (Cranton and Taylor 2012). Inspired by our experience with the effort to apply transformative learning theory to the topic of food consumption at the educational field bachelor class, this article talks about the situation of denialism for transformative learning theory and practice. The great importance of critics of transformation theory, as I have conceptualized it, has been its de-emphasis of cultural activity. Adult education holds that the important purpose is to make cultural change. Change hypothesis also argues that individual training must remain devoted to effecting cultural effect, to changing oppressive practices, norms, foundations and socio-economic structures to permit everyone to move more

fully and freely in reflective discourse and to acquiring a critical disposition and reflective judgement.

Is Transformational Theory Enough?

Is transformational leadership dominated by inspirational leaders? Based on these arguments presented, the response is favorable. The actual idea of transformational leadership is unclear. These four elements of transformational leadership as advocated by Bass will be assessed with the Multifactor ability form (MLQ). However, their construct credibility grows questionable since these four elements have considerable overlap (Yukl, 1999). It is also unclear how transformational leaders take, even if they assume all four elements related with the approach to leaders. Moreover, it is doubtful whether transformational leaders can fit into stable organizations which are preserving the status quo and their success. Do industry leaders want a transformational leader? Five great personality traits have been described as factors leading to the probability of the individual exhibiting the characteristics of the transformational leader. Other emphasis on various components of these traits point to inclination in personality to inspirational leaders, transactional leaders, and transformational leaders. These five traits exist as is. (Joyce, E.& justice, Christian A., 2004) As a matter of fact, I'd have mere adaptability is no longer enough. Individuals don't simply have to change— they must move rapidly, or best example proactively —if they want to be in the top of the industry. Given the large amount of changes occurring daily because of technology's progress, today's individuals are under a big amount of pressure to learn more— and do more— than ever before. The following are some important traits all individuals need to adopt

if they want to keep their organization from growing into simple relics of the digital era. (Newman, D., Aug. 2017) It was demonstrated that human continuity enhanced the effect of transformational leaders on character quality and loyalty, suggesting that it takes time before transformational leaders really have the effect on employees. Moreover, co-worker help enhanced this force on participation, reflecting the role of followers in the transformational leadership process. Nevertheless, there are also elements that could help to obstruct the presentation of transformational leaders, including the organizational structure, current change, the individuals' working conditions, and the leaders' elevated perceptions of personal power. (Barth-Farkas, Faye& Vera, Antonio, 2014) We studied the underlying processes through which transformational and dynamic transactional leadership involves followers' organizational recognition in the survey report. Employing the sample of managers across various industries, we discovered that followers' mental management, including ability, influence, thought, and self-determination, partly mediated the result of transformational leadership and active transactional leadership on followers' organizational identification. Moreover, (Zhu, W., Sosik, J. J., & Riggio, R. E., 2012)

Conclusion

Well my MTBI score is ENFP which kind of fits me when I just think about it. I believe the leadership theory that fits me the most must be Relationship/Transformational Theory. Every time I'm in a group I have built a relationship with everyone I believe I'm just a people person. After further research I have found that it can be a good and bad thing to be. It can allow for a quick formulation of a vision. It stands out from other leadership styles

because it quickly assesses an organization's current situation and formulate a vision for its improvement and growth. Another good thing I found is it promotes enthusiasm. The leadership creates an enthusiastic work environment and drives a company and changes and innovations. But remember those are only the good things which to everything there is a bad side. One is it can face some serious detail challenges. While the leadership is known for its inspiration and big picture vision it struggles with detail orientation at times. This type of leadership would need support from more detail and organized people. Another one is the leadership may overlook reality and truth. Leaders might fall in the trap of depending too much on passion and emotion that they would tend to overlook reality and truth. But through all these good and bad side of the leadership it upmost depends on the leader's personality. I myself see both the good and bad in me but as I continue to grow I can not only fix it but make my weakness my strength.

References

- 6 Pros and Cons of Transformational Leadership. (2017, January 14). Retrieved from https://futureofworking. com/6-pros-and-cons-of-transformational-leadership/

- Barth-Farkas, Faye; Vera, Antonio (2014). " Power and Transformational Leadership in Public Organizations". International Journal of Leadership in Public Services. 10 (4): 217–232. doi: 10. 1108/ijlps-07-2014-0011. 9. doi: 10. 1177/1541344603262315. Ileris, K (April 2001). " Transformative Learning in the Perspective of a Comprehensive Learning Theory". Journal of Transformative Education (2): 79–8 Joyce, E.; Judge, Timothy A. (2004). " Personality and

Transformational and Transactional Leadership: A Meta-Analysis".
Journal of Applied Psychology. 89 (5): 901–910. doi: 10. 1037/0021-
9010. 89. 5. 901. PMID 15506869.

- Joyce, E.; Judge, Timothy A. (2004). " Personality and Transformational
  and Transactional Leadership: A Meta-Analysis". Journal of Applied
  Psychology. 89 (5): 901–910. doi: 10. 1037/0021-9010. 89. 5. 901.
  PMID 15506869.

- Newman, D. (Aug. 2017). Adaptability: The Key Leadership Trait In The
  Digital Transformation. Forbes. Retrieved from https://www. forbes.
  com/sites/danielnewman/2017/08/01/adaptability-the-key-leadership-
  trait-in-the-digital-transformation/

- Zhu, W., Sosik, J. J., & Riggio, R. E. (2012). Relationships between
  Transformational and Active Transactional Leadership and Followers'
  Organizational Identification: The Role of Psychological Empowerment.