Transformational Leadership

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What is Transformational Leadership?

Transformational Leadership is

- **The ability to change and adapt quickly**

- **Create a team environment**

- **Build ownership mentality**

Status Quo Management

Rigid

Boss Mentality

Status Quo Management

Aggressive/Defensive

- Creates a competitive office environment; Safe/ineffective decisions

- Employees try to out perform each other so they work against each other to be seen by the boss as better

- No responsibility taken, so it becomes a blame game

Passive/Defensive

- Interaction with distrust

- Feel they have to always agree

- Expected to toe the line

- Low individual initiative

WHY CREATE A TEAM ENVIRONMENT?

PEOPLE HAVE INTELLECT

PEOPLE WANT TO BE VALUED

TEAMS WILL TAKE OWNERSHIP

What do you do with employees that don't get with the program?

- **Communicate with them**

- **Team communicates with them**

- **The Team wants success**

Communication

The exchange of information, ideas, and feelings between employees and their leadership within a county.

Active or Passive?

Communication Break Down

Body Language

Inflection

Verbal

What type of questions?

Who?

What?

Why?

When?

How?

Who owns the message?

Who owns the message?

- **You or the hearer?**

- **Delivering a clear, concise and compelling message**

- **Check for understanding**

Principles

Listen	Stay on track	Wait	Take your time	Empathy
Listen all the way to the end before responding	Don't answer your own question	Allow the employee time to answer	Don't rapid fire questions	Actively listen to their concerns, acknowledge their feelings, and try to understand their point of view

Feedback/Review

Why feedback instead of constructive criticism?

- **Negative Connotations**

Timely Feedback

- **Why sooner rather than later?**

Balanced Feedback

- **Danger of too positive**

- **Danger of too negative**

Employee Involvement Feedback

What worked?

What didn't work?

What would you do differently?

What would you do the same?

Regular feedback helps you and the employee

Don't wait for Exit Interviews!

Questions?

Thank you

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