

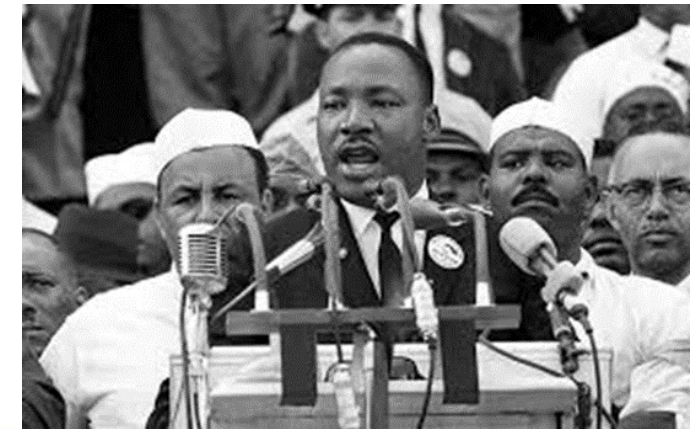
# Transactional v. Transformational Leadership

Breakout Session



# Transformational Leadership

- Lead toward the vision!
- Value and exemplify organizational success, not individual success
- Energize and mobilize colleagues around those values
- Lead toward those values with a compelling agenda for action
- Continually focus on the well-being of others – people served by the organization; colleagues within the organization
- Sacrifice for colleagues in order to help them achieve organizational success



(Johnson, 2014; MacGregor Burns, 1978)



IUPUI THE FUND RAISING SCHOOL  
LILLY FAMILY SCHOOL OF PHILANTHROPY

# Transformational Leadership

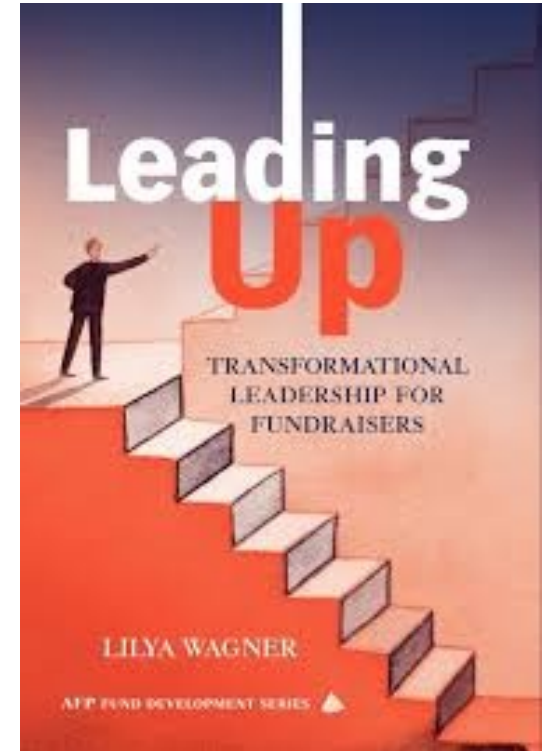
- **Idealized Influence:** Leader models organizational values and vision
- **Inspirational Motivation:** Leader is optimistic and inspiring about the organization and the vision
- **Intellectual Stimulation:** Leader encourages input, info, ideas, and recommendations from everyone else
- **Individualized Consideration:** Leaders provides prompt feedback & professional development tailored to each team member's strengths & weaknesses

# Fundraising & Transformational Leadership

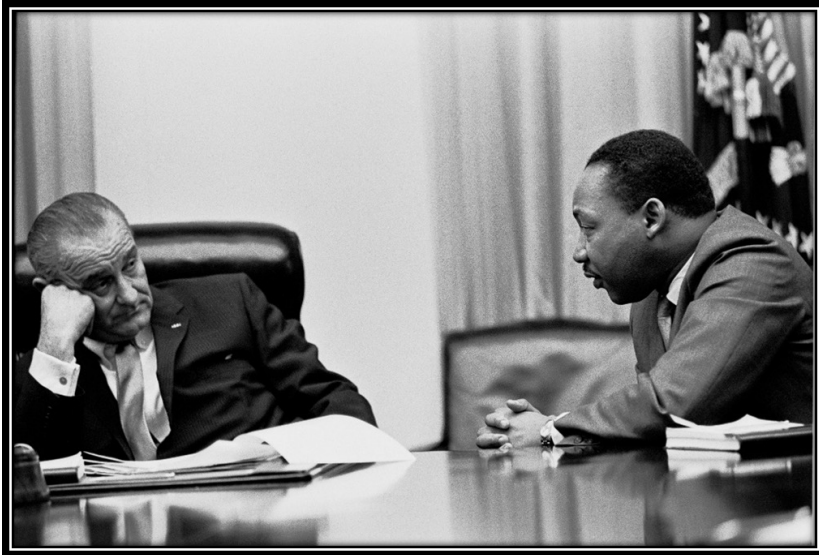


*“This is important for the fundraiser, because our work is less about us than about everyone else, from donors to colleagues to community.”*

- Dr. Lilya Wagner



# Transformational v. Transactional Leadership



Selma

What examples of transactional and transformational leadership do you see in this scene?



# Transformational v. Transactional Leadership

## Transactional

How does the individual benefit?

Individual accomplishment

I support my personal interests

Relationships between leader & followers based on self, not on team

People as objects; people as things

## Transformational

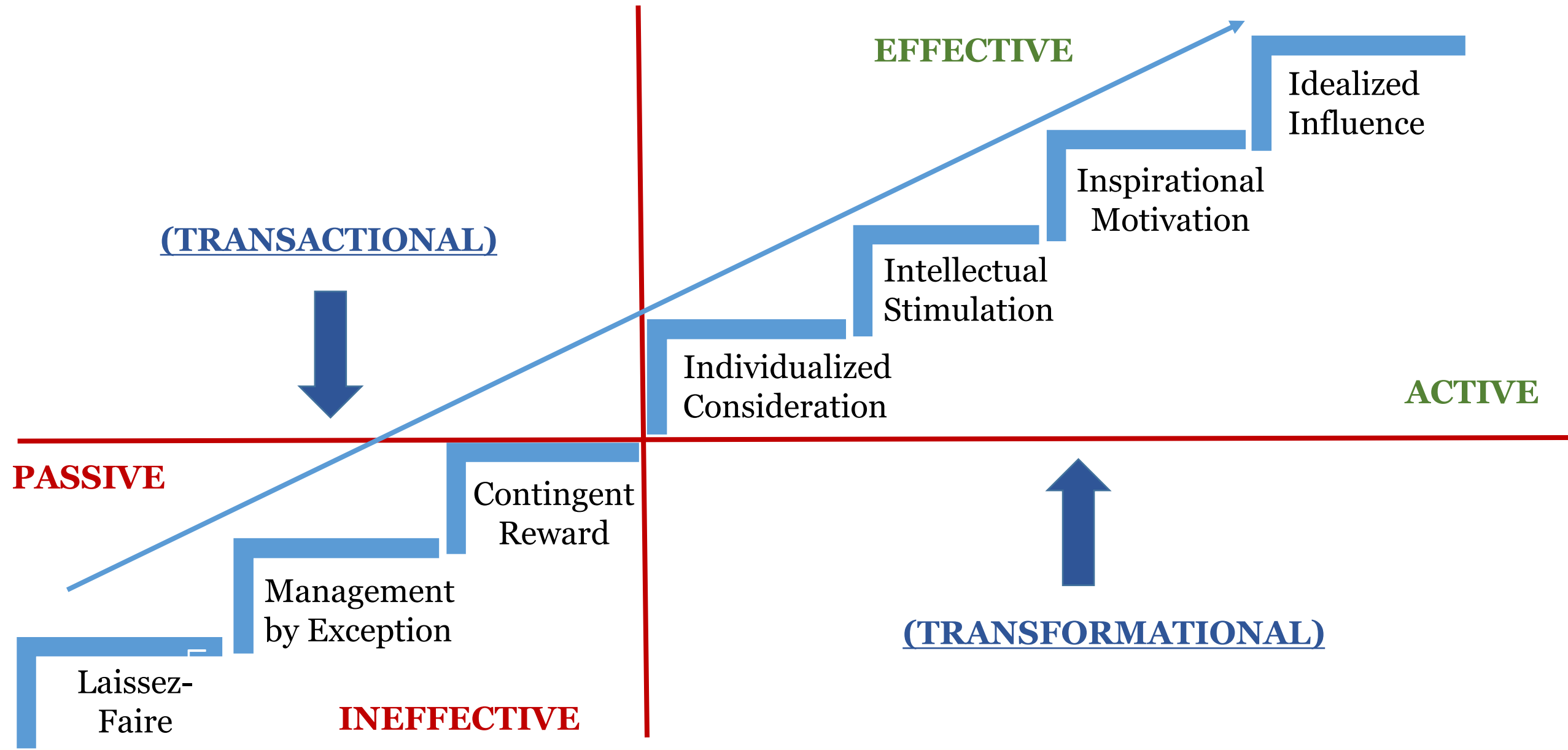
How does the organization benefit?

Organizational accomplishment

We support the organization's interests

Relationships between leader & followers based on team, not on self

People as colleagues; people as partners



(Robbins & Judge, 2016)





# Are You A Transformational Leader?

- Role Model of NPO's Vision
- Articulate inspiring Vision
- Intellectual stimulation associated with the Vision
- Individualized consideration
- Transactional leader behaviors
- Laissez-faire
- Management by exception
- Contingent rewards



Thank you!