

Transactional to Transformational Leadership: The Role of Passion in Leadership

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Role of Passion in Leadership

“Leadership is about more than skills and competencies. **Passions are the deep internal drivers of behavior that distinguish good leaders from great ones.** In the final analysis, for a leader to ignite passion in others, they must be passionate themselves — the true definition of charisma.”

- *Leadership, Passion, and the Presidency: Alaina Love*, Harvard Business Review



Understanding Leading with Passion

Eight Elements that make up a leader's ability to influence serve, inspire through passion.

1. Moral Responsibility: Leaders recognize that they have a profound purpose to achieve (Collins, 2021)
2. Recognition of Opportunity: This recognition is achieved as a result of the leader's awareness of her/his identify (Burke & Stets, 2009)
3. Commitment to Excellence: Those who lead with passion understand that the commitment to excellence is the key to achieving organizations that grow and thrive (Collins, 2001)
4. Bias for Action: The bias for action is at the heart of passionate leadership – enabling organizations to make the transition transformational impact (Bruch & Ghoshal, 2004)
5. Valuing Others: Passionate leadership begins with valuing others and being deeply committed to their growth and wholeness (Burns, 2010; Kouzes & Posner, 2017)

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6. Constant Perseverance: The ability to persevere and to maintain a constant effort is motivated by the fierce resolve to accomplish worthy goals (Duckworth, 2018)
7. Visionary Perspective: Passion is based upon a visionary perspective that is the combination of faith in oneself, the ability to understand what is required to make the effort accomplish what needs to be done, the perspective to see the path required to ultimately achieve success, and clarity about the value of achieving a worthy result (Panton, Paul, & Wiggers, 2014)
8. Optimistic Enthusiasm: Leading with passion employs optimistic to motivate the inner fire that benefit others – coupled with the belief that desired outcomes will ultimately be achieved (Shrivastava, 2010)

Where Does Our Passion Come From

Our Passions Are Derived From:

- Our Values and Beliefs (how we were raised)
- Our Innate Sense of Being
- Our Life Experiences



Discovering Sources of Our Passions

Think about a passion moment in your life

- What was the moment?
- What was the emotional and psychological struggle of the moment?
- What was the trigger for discovery of the moment?
- What was the transformation of the moment?



Passion in Transformational Leadership

Whereas your passion is derived from your experience, values, and self-satisfaction, your purpose is where your passions, skills, and values intersect.

Transformational leadership is derived from your ability to understand yourself and align your purpose with your passions and values.



Thank you!