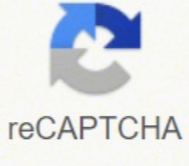




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Models Focused on Leader Behavior

Transformational Leadership

Transformational leaders focus on **motivating and inspiring** followers to identify creative new solutions.

Servant Leadership

Servant leaders focus on **supporting** their followers and **meeting** their **needs** first.



Charismatic Leadership

Characteristics of the Charismatic Leader

- Larger than life personality
- Often viewed by their followers in a heroic light
- Charismatic
- Often a radical or revolutionary
- Friendly and warm
- Strong dynamic potential
- Highly effective speaker

Wassenaar, 2011

Charismatic Leadership: A Critical Review of Research

Advantages and Disadvantages of Transformational Leadership

Effects of Transformational Leadership

- Creativity and higher levels of creative performance
- Higher levels of individual follower performance, team and organizational performance
- Greater decentralization of responsibilities
- Managers have more propensity to take risks
- Obtain higher level of trust, which reduces stress for followers

Is charismatic and transformational leadership the same. What is the difference between charismatic and transformational leadership. Are transformational leaders charismatic.

Transformational leadership is a style of leadership that focuses on inspiring and motivating followers to achieve their full potential. It is characterized by four key behaviors: idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration. Transformational leaders are often charismatic, but not all charismatic leaders are transformational. Charismatic leadership is primarily about the leader's personal qualities and their ability to attract and influence others, while transformational leadership is about the leader's actions and their impact on the organization and its members. Transformational leaders are more likely to be effective in the long term, as they focus on developing their followers and creating a culture of innovation and growth. Charismatic leaders, on the other hand, may be effective in the short term, but their influence may fade once they are no longer present. Transformational leadership is a more sustainable and effective way to lead an organization, as it focuses on the long-term success of the organization and its members.

Transformational and Transactional Leadership. James MacGregor Burns, who studied political leaders like Roosevelt and Kennedy, first described these two distinct styles of leadership in his 1978 book, Leadership. He used the word 'transforming' rather than 'transformational'. Both terms are used here, and they mean the same. Charismatic authority is a concept of leadership developed by the German sociologist Max Weber. It involves a type of organization or a type of leadership in which authority derives from the charisma of the leader. This stands in contrast to two other types of authority: legal authority and traditional authority. Each of the three types forms part of Max Weber's tripartite classification ...

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