

Transformational Leadership



Being a strong leader is not about being someone to lean on, it is about making the leaning unnecessary. Teams built on a strong foundation of trust provide the ultimate competitive advantage. An introduction to **Transformational Leadership** creates a shift from an environment of blame to one of trust. Participants embrace the mantra: **everyone is 100% responsible and no one is to blame**; creating a positive flow of energy. This shift unleashes the human spirit, expands individual capacity, and enhances the potential for teams and organizations to achieve new levels of productivity.

Everyone benefits when people are encouraged, supported, and stimulated to be the best they can be. Fully engaged team members, given effective tools and support, will become **knowledge creators**, embracing the power of a learning culture. The best teams are those within which every individual is engaged in work processes and is acknowledged for their valuable input. Participants are encouraged to see beyond the first solution and to seek the best answer to any challenge they face.

In this two day program, you will increase your capacity to cope with ambiguity and lead yourself and others teams through the gap that exists between where you are and where you want to be.

“Leadership is not defined by the exercise of power, but by the capacity to increase the sense of power among those who are led. The most essential work of the leader is to create more leaders.”

Mary Parker-Follett

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What is it?

Transformational leadership is a leadership style that creates valuable and positive change in followers. A transformational leader focuses on “transforming” others to help each other, to take care of each other, to be encouraging and harmonious, and to look out for the organization as a whole. A transformational leader enhances the motivation, morale, and performance of every member of the team.

Transformational leadership creates conditions wherein follower engagement results in higher levels of motivation. These leaders appeal to the higher ideals and values of followers; they encourage collaboration rather than working as individuals (and potentially competitively, with one another).

Why is it important?

Organizations with senior managers who are perceived as transformational leaders-characterised as visionary, enthusiastic, encouraging constructive criticism, and showing genuine concern for others-are significantly more effective than those who influence and control performance through the application of structures, rules and rewards. Transformational leaders have a strong impact on individual, team and organisational performance; they develop their people; they are seen as more effective and satisfying to work for; and they produce performance beyond expectations all round. These findings have emerged from research into both private and public sector organizations, ranging from financial services, IT and communication companies, to healthcare and education organizations.

Professor Beverley Alimo-Metcalfe

Transformational leadership eliminates the artificial barrier that exists between the things people care about at the office and the things they care about as human beings. It inspires people to invest in and co-create organizations they believe in, workplaces where they produce extraordinary results with enthusiasm. Such organizational cultures create a positive impact on the bottom line because they allow everyone to make a difference.

“People should not trade their aliveness to earn a living.”

Robert Hargrove

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How to master it

“Leadership skills, like management skills, can be learned and improved. However, learning new leadership techniques requires current dissatisfaction with the status quo, as well as a belief and acceptance that one’s leadership could be improved.” Farr Associates

Transformational Leadership: Leading Through the Gap™ is an intensive, highly experiential process designed to increase self understanding, tap into individual passion, ignite the pursuit of personal mastery to create a culture of learning.

“In the deepest sense, the distinction between leaders and followers is meaningless, in every moment of life, we are simultaneously leading and following, everyone is a born leader.”

Dee Hock

Transformational leaders identify themselves as agents of change. They are courageous visionaries who believe in people. They are lifelong learners driven by passion; they lead in a way that inspires others to do the same.

Transformational Leadership: Leading Through the Gap™ creates an environment wherein individual leadership capacity develops through a focus on five major areas:



Team Development
Personal Mastery
Passion Vision Values
Coaching for Leadership
Resilience

1. Team Development

Loaded with opportunities to experience deep personal insight, the team development component facilitates increased self-understanding, develops interpersonal skills, and boosts confidence. You will learn how to take a more active, non-adversarial approach to decision making, conflict resolution, and achieving team goals and initiatives.

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2. Personal Mastery: Leading through the Gap™

Essential for leadership, personal mastery is a process of shifting your relationship to the world from reactive (the world is happening to me) to creative (I create my future) to interdependent (I am part of a greater whole). Between each of these stages is a gap, it is in this gap that you can tap into your own capacity to change and create conditions within which you and your team can tap into your own gap and move from where you are to where you want to be. Opportunities for increasing mastery through reflection, awareness, responsibility and moving to new action are woven through the entire process. Mastery never ends, however there are methods to increase mastery and integrate the tools to become a way of leading yourself and others.

Leadership is not about making better people of others; it is about making a better person of one's self (Hock, 1999). Integral to personal mastery is the ability to be patient with one's own evolution and that of others. Patience includes allowing others to grow at their own pace.

3. Passion, Leadership Vision and Values

Passion gives birth to vision and vision is the evolving expression of the heart. Powerful vision draws teams toward the pursuit of a better future. Vision is fundamental for leadership, and it must be strong enough to inspire the hearts of many to achieve what they once believed to be impossible. In this two-day workshop you are invited to clearly articulate your passions, personal leadership vision and identify the values that guide your leadership.

Passion ignites the will, energizes the emotions, and set people in motion in the pursuit of one's higher purpose, even and especially in the face of stress, strain and suffering. Passion born of noble purpose is the first quality of a leader, the primal source of sustained, effective leadership. For, the primary and foundational obligation of the leaders is to first identify and sustain his or her passion, then to ignite it in others. Where nothing is felt, nothing matters.... The leader's fundamental act is to induce people to be aware or conscious of what they feel-to feel their true needs so strongly, to define their values so meaningfully, that they can be moved to purposeful action.

James MacGregor Burns

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4. Coaching for Leadership

Coaching is a way of leading and communicating that fosters an organizational culture of learning. Effective coaching can significantly increase motivation, energy, trust, and individual satisfaction within teams and organizations, thereby positively impacting organizational performance. You will practice key coaching skills that will be immediately applicable in your role as a leader. Coaching for leadership helps you create conditions where individuals learn how to 'think' in order to generate create solutions to their own challenges and achievement of team goals.

5. Resilience

The highest form of creativity depends on a rhythmic movement between engagement and disengagement, thinking and letting go, activity and rest. Creating an environment of learning, pushing people to develop their ability to think and solve problems requires a great deal of energy. The consequences of insufficient mental recovery leads to increased mistakes and lower creativity. You will learn to integrate rituals of recovery into your day, to generate your highest levels of creativity.

For more information
on booking this, or
other programs with
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Kathleen Seeley who is an acclaimed international speaker with an enthusiastic message that leaves her audience inspired and always wanting more! Her ability to make real contact with people of all walks of life help her in bringing the most complex tasks to a positive close with clients. She is a charismatic presenter, bringing humor to her presentations and making learning a dynamic professional and personal growth experience. Her roles have brought her in direct contact with all levels of business and government. She has a proven track record for improving the bottom line for organizations by enhancing leadership capacity and team performance.