**Video Title:** What Is Transformational Leadership?

**Video URL:** [**https://www.youtube.com/watch?v=6aJL6QZ4fQ4**](https://www.youtube.com/watch?v=6aJL6QZ4fQ4)

**Run Time/Source:** 2:42, Gavin Wedell/YouTube

**Close Caption Available:** Yes

Transformational leadership is described on pages 285-286 of the textbook. The video presenter begins by stating that ineffective leaders use coercive power to influence others, and transactional leaders motivate and influence others through administering rewards. Transformational leaders, however, concentrate on making tomorrow better, primarily through four methods, as described next.

First, transformational leaders formulate a vision of a better tomorrow. Second, they lead with authenticity and honesty, rather than working for personal gain. Third, they have a growth mindset that focuses on and recognizes good results. Fourth, transformational leaders promote creativity and new ideas which leads to a culture of innovation.

Questions for Thought and Discussion

1. What could be a downside of a transformational leader focusing so heavily on “making tomorrow better”?

2. Which one of the seven ways leaders bring about transformations mentioned in the text relates to promoting creativity and new ideas?

3. Use your imagination to give an example of what “making tomorrow better” might mean to an organization.

4. Why is a growth mindset important for the transformational leader?

5. If you are not already a transformational leader, what steps can you take to become a transformational leader in the future?