

TRANSFORMATIONAL LEADERSHIP

School of Nursing and Health Studies
11/18/2025

Start Now!



LEADER

L

THINK OF
ONE WORD
TO DESCRIBE
A GREAT LEADER



S T A R T With W H Y

Simon Sinek

**START
WITH
WHY!**



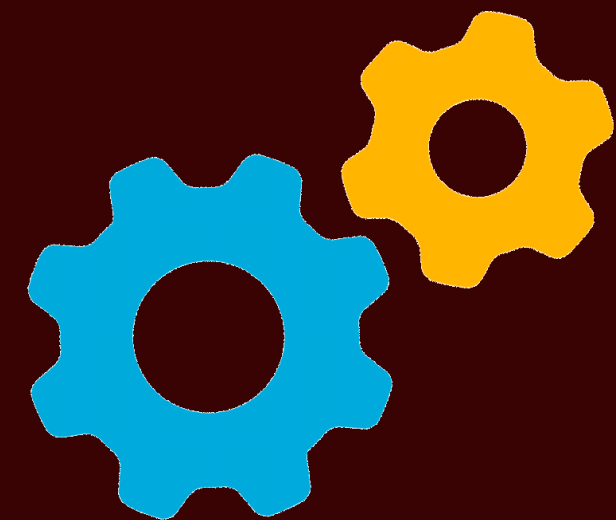
WHAT IS YOUR

Why?



WHAT IS TRANSFORMATIONAL LEADERSHIP

- ✦ Transformational leadership focuses on inspiring and motivating people to achieve their full potential while working toward a shared vision or purpose.
- ✦ Unlike leaders who rely on authority, rewards, or rules (like transactional leaders), transformational leaders influence through inspiration, trust, and emotional connection.
- ✦ They don't just tell people what to do, instead, they help them understand **why** it matters.



Transactional VS Transformational

Transactional vs. Transformational Leadership



Transactional Leaders

occur when followers are moved to complete their roles as agreed with a leader in exchange for a reward.

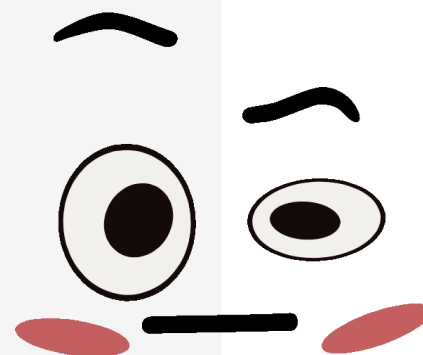
- ▶ Focus on goals
- ▶ Use rewards and punishments for motivation
- ▶ Are reactive in nature



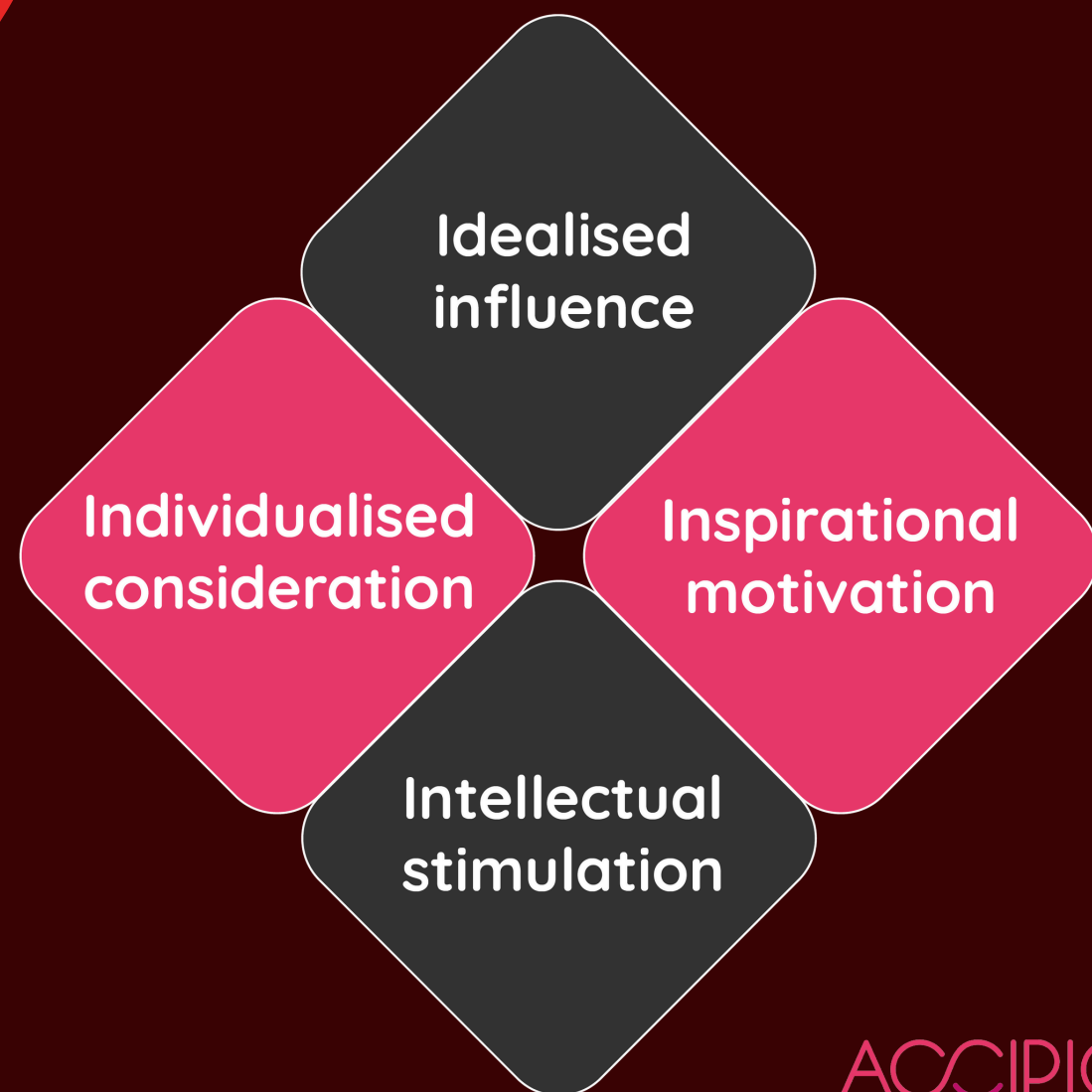
Transformational Leaders

move followers to awareness about what is important, and away from own self-interests.

- ▶ Focus on vision
- ▶ Use charisma and enthusiasm for motivation
- ▶ Are proactive in nature



The Four Components



As the concept has been developed over time, four equally critical components of transformational leadership have emerged. These components or elements can be considered

“the Four I’s”:

- ✦ intellectual stimulation
- ✦ individual consideration
- ✦ inspirational motivation
- ✦ idealized influence

CASE STUDY

The Overwhelmed Nursing Student Scenario:

Maria is a second-year nursing student in a busy hospital setting. She was once highly motivated and engaged, but recently her instructor has noticed a shift. She is often late to clinicals, withdrawn during patient care, and reluctant to speak in team meetings. Her peers describe her as “checked out.” Behind the scenes, Maria is under pressure between difficult shifts, exams, and caring for her sick father at home, she is overwhelmed and starting to question whether she belongs in the nursing profession at all.

“Imagine you are Maria’s clinical instructor or preceptor. You’ve noticed the changes, and you’re concerned.”

- What would you do as a leader? What would you say to Maria?
- What leadership behaviors would you use?
- How could you support her in reconnecting with her motivation?





✦ ✦ **What Her Supervisor Did as a Transformational Leader:**

Instead of confronting Maria about her performance, her instructor, Marry, invited her for a private check-in. She didn't criticize or provide solutions right away, she just listened. She asked Maria how she was feeling and reminded her of the compassionate student she was at the start. When Maria opened up, Marry asked:

"What brought you into nursing in the first place?" That question helped Maria reconnect with her "why."

Over the next few weeks, Marry:

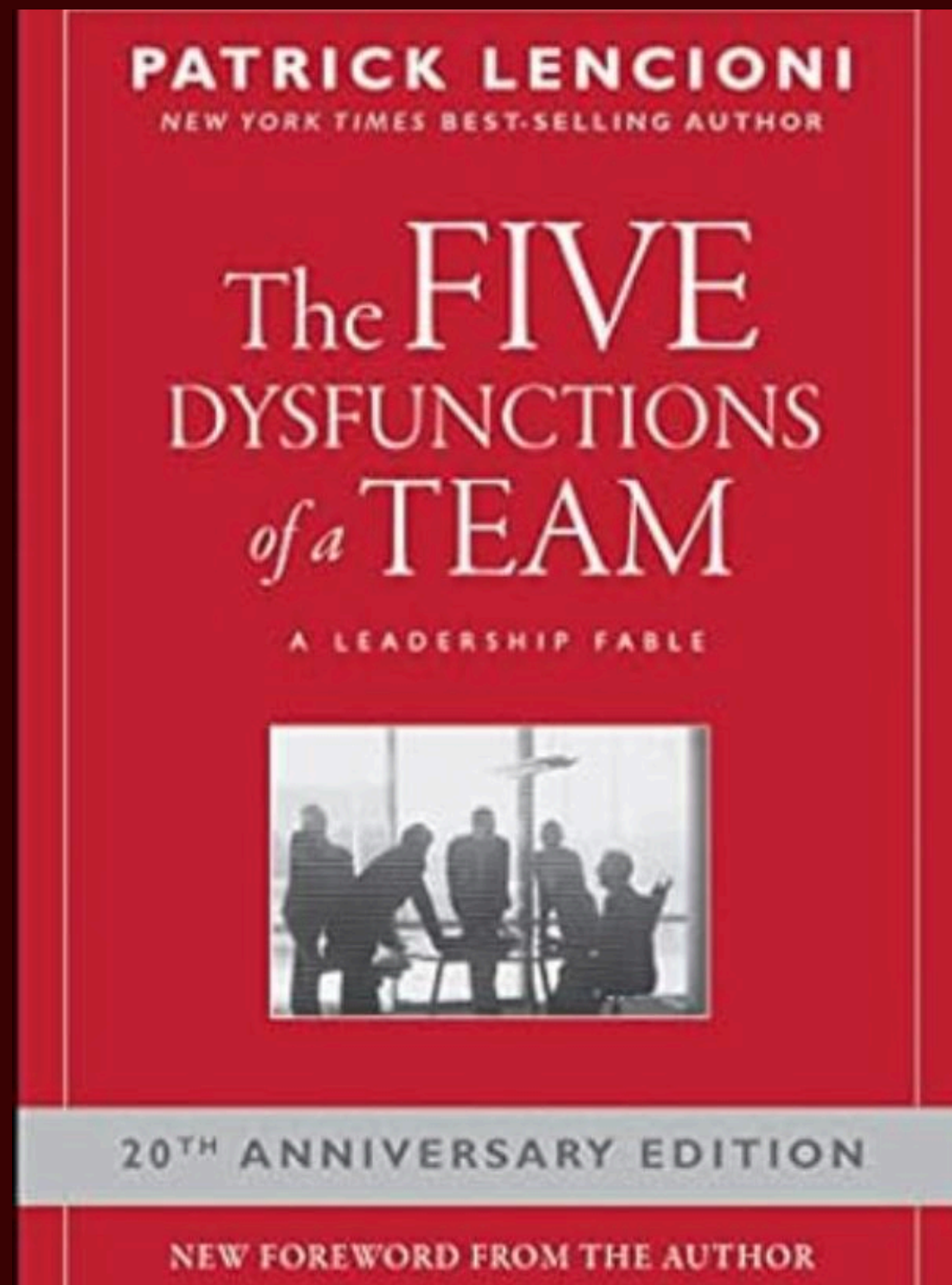
- Paired her with a mentor nurse who modeled patient-centered care.
- Invited her to lead a small patient-education project.
- Checked in regularly with empathy and encouragement.

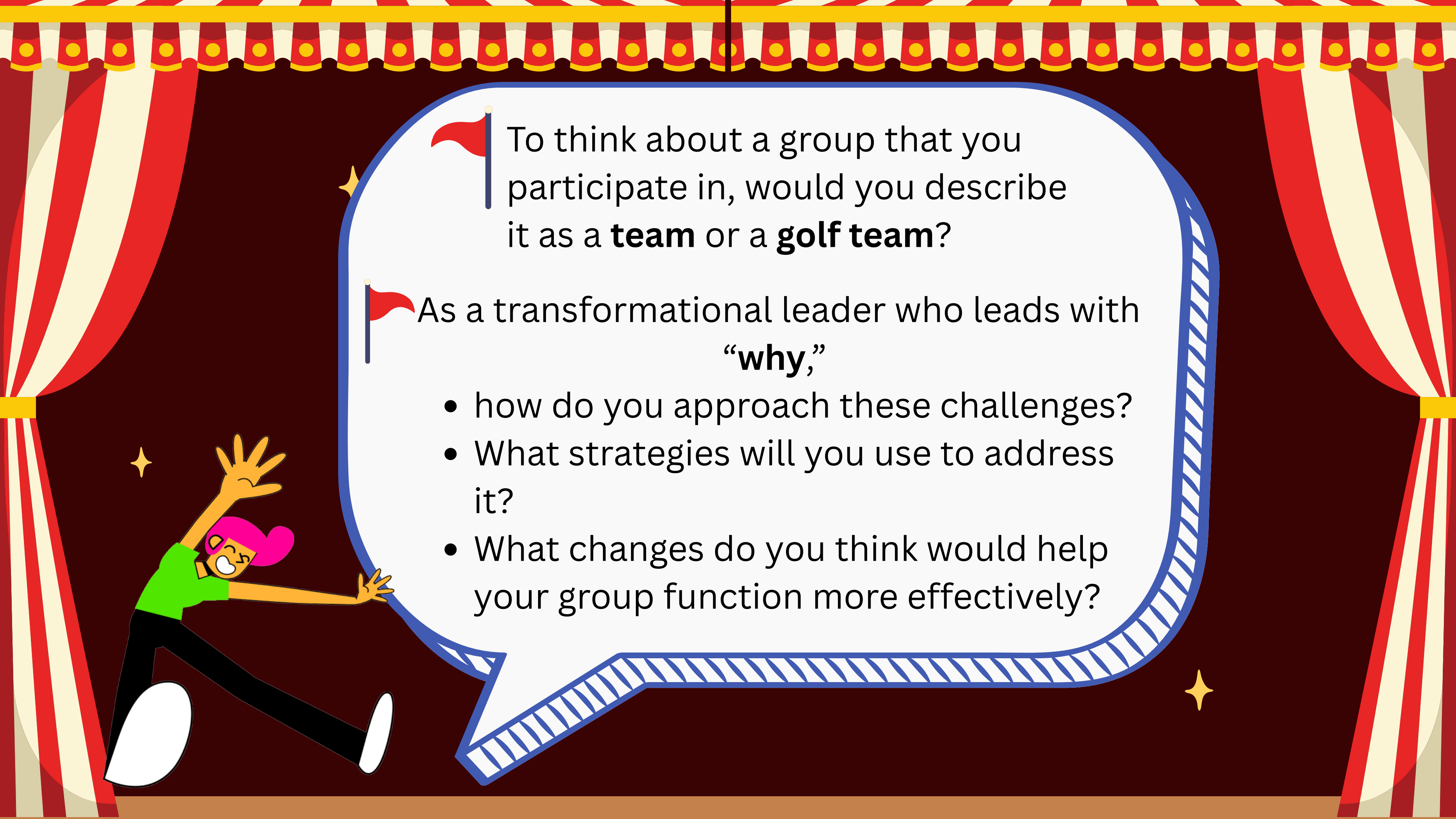


**WHEN
PURPOSE
MEETS
REALITY,
WHY TEAMS
STILL
STRUGGLE?**



PATRICK LENCIONI: THE FIVE DYSFUNCTIONS OF A TEAM





🚩 To think about a group that you participate in, would you describe it as a **team** or a **golf team**?

🚩 As a transformational leader who leads with “**why**,”

- how do you approach these challenges?
- What strategies will you use to address it?
- What changes do you think would help your group function more effectively?

5 Dysfunctions of a Team

High Performance Team

Dysfunctional Team



- Outstanding and recurring team results
- Highly motivated and engaged team

Inattention to **Results**

- Poor performance and results
- High team turnover

- Poor performers are managed and held accountable
- Same standards apply to everyone

Avoidance of **Accountability**

- Missed deadlines and key deliverables
- Poor performance is tolerated and creates environment of resentment

- Buy in and alignment on common objectives
- Clear direction and priorities
- Highly engaged team members

Lack of **Commitment**

- Ambiguous direction and priorities
- Revisit discussion again and again
- Absenteeism

- Confront problems and issues quickly
- Develop practical solutions
- Get input from team members, minimal politics

Fear of **Conflict**

- Go around problems
- Do not confront tough issues or behaviours
- Lack of transparency drives confusion

- Safe environment to speak up
- Team members help each other
- Leverage strengths for the team

Lack of **Trust**

- Hesitate to ask for help
- Conceal weakness
- Dread meetings and avoid team members

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“Which dysfunction shows up most in your team or organization?”



★ FROM INSIGHT TO ACTION ★

What's one thing you will
do differently
as a transformational leader
starting this week?

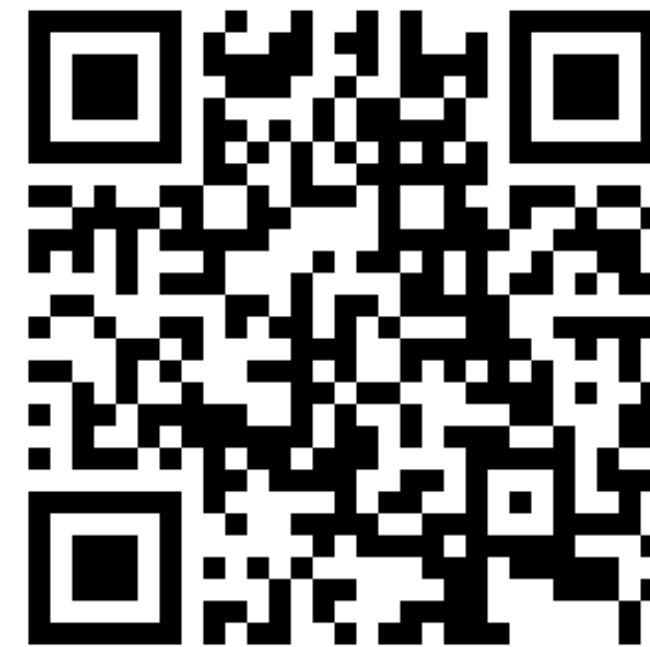
You don't need to be perfect, just intentional.

★ SCAN HERE TO WATCH THE ENTIRE VIDEOS ★



**Start with why -- how great
leaders inspire action**

—
by Simon Sinek



**The Five Dysfunctions
of a Team**

—
by Patrick Lencioni

THANK YOU ✨
FOR
PARTICIPATING



We appreciate your feedback!

Your participation made this event a success