

- promote consistent, compelling vision, mission, and set of values
- provide sense of meaning and challenge
- work enthusiastically and optimistically to
- foster spirit of teamwork and commitment.

Inspirational Motivation

Idealized Influence

- walk the talk
- role model followers seek to emulate
- win trust and respect through actions
- put other's needs over own, sacrifice personal gains
- demonstrate high standards of ethical conduct
- aim power at influencing others to strive for common goals of organization

- encourage followers to be innovative and creative
- encourage new ideas
- manage risk
- focus on the “what” in problems not on blame
- discard old practice if found ineffective

Intellectual Stimulation

Individualized Consideration

- act as mentors to followers
- reward creativity and innovation
- differentiate based on staff talents and knowledge
- empower decision-making
- provide with needed support to implement decisions

Transformational Leadership