

# LEADERSHIP

## TRANSFORMATIONAL

- BUILDS ON THE NEED FOR MEANING
- PRE-OCCUPIED WITH PURPOSES, VALUES, MORALS AND ETHICS
- TRANSCENDS DAILY AFFAIRS
- ORIENTED TOWARDS LONG-TERM GOALS WITHOUT COMPROMISING HUMAN VALUES AND PRINCIPLES
- SEPARATES CAUSES AND SYMPTOMS AND WORKS AT PREVENTION
- FOCUSES MORE ON MISSIONS AND STRATEGIES FOR ACHIEVING THEM
- MAKES FULL USE OF AVAILABLE RESOURCES (HUMAN)
- DESIGNS AND RE-DESIGNS JOBS TO MAKE THEM MEANINGFUL AND CHALLENGING; REALISES HUMAN POTENTIAL
- ALIGNS INTERNAL STRUCTURES AND SYSTEMS TO REINFORCE OVER-ARCHING VALUES AND GOALS

## TRANSACTIONAL

- BUILDS ON NEED TO GET THE JOB DONE AND MAKE A LIVING
- PRE-OCCUPIED WITH POWER AND POSITION, POLITICS AND PERKS
- SWAMPED IN DAILY AFFAIRS
- ORIENTED TO SHORT-TERM GOALS AND HARD DATA
- CONFUSES CAUSES AND SYMPTOMS AND IS CONCERNED WITH TREATMENT
- FOCUSES ON TACTICAL ISSUES
- RELIES ON HUMAN RELATIONS TO OIL HUMAN INTERACTIONS
- FOLLOWS AND FULFILS ROLE EXPECTATIONS BY STRIVING TO WORK EFFECTIVELY WITHIN WITHIN CURRENT SYSTEMS
- SUPPORTS STRUCTURES AND SYSTEMS THAT REINFORCE THE BOTTOM LINE