

**American Management Association's
Transformational Leadership:
How to Inspire Extraordinary Performance**

Learning Objectives

- Effectively Approach the Program and Processes for the Seminar
- Describe Your Personal Objectives for Learning from the Program and How They Align with Other Participants' Objectives and the Seminar Learning Goals
- Interact with Other Program Participants to Share Your Experiences and Perspectives, Listen and Provide Feedback, and Contribute to the Learning Community

Three Leadership Approaches

- Define the Characteristics of Transactional, Transitional, and Transformational Leadership Styles
- Recognize the Impact Each Leadership Style Has on Individual Employees and the Organization as a Whole

Determining Your Leadership Approach and Fit

- Explain the Relationship of the Three Leadership Approaches to the Business Growth Curve
- Identify Which Leadership Approach Best Represents Your Current Preference
- Compare Your Approach to What You Feel Is the Predominant One Within Your Organization
- Compare What Leadership Approaches Your Organization Values and/or Needs (Your Leadership "Fit")

Where Transformational Leadership Is Optimal and Why

- Relate the Advantages and Disadvantages of the Three Leadership Approaches Most Relevant to Your Situation
- Recognize the Environments in Which Each Approach Is Optimal and Why
- Explain Why Most Individuals and Organizations Should Seriously Consider Transformational Leadership as a Primary Approach

The 10 Essential Skills of a Transformational Leader

- Recognize the 10 Essential Skills of an Effective Transformational Leader
- Describe What Proficiency in These Skills Entails
- Apply This Knowledge to Determine Which of the Skills Should Be Used in Different Situations

Assessing Your Transformational Leadership Skills

- Describe the Differences Between Change and Transition and Their Emotional Impact
- Rate Yourself on the 10 Essential Leadership Skills
- Identify Areas for Improvement as Well as Strengths to Leverage
- Recognize How Well Your Particular Skill Set Matches the Needs of Your Organization

Building Team Member Engagement and Alignment

- Draft and Share Your Vision and Mission for the Group You Lead
- Apply Storytelling to Engage and Inspire Others
- Create Team Member Alignment and Diagnose Causes of Team Difficulties

Developing Your Plan for Transformational Change

- Describe the Codependence of Personal and Work Environment (Culture)
- Create a Personal- and Culture-Adjustment Roadmap
- Appreciate the Advantage and Value of Using One-Page Plans

Implementing and Managing Your Plan

- Appreciate the Impact of Your Leadership Development Efforts on Your Stakeholders and Their Reactions
- Align Stakeholders Behind Your Vision
- Gain Insights into Effective Interaction with Your Team as You Manage the Process
- Create a 90-Day Implementation Plan to Focus Your Roadmap and Execute These Changes