

**HOW DOES TRANSFORMATIONAL LEADERSHIP DIFFER FROM TRANSACTIONAL LEADERSHIP?
SELECT SOMEONE WHOM YOU CONSIDER A GREAT TRANSFORMATIONAL LEADER AND EXPLAIN HOW THEY DEMONSTRATED THESE LEADERSHIP QUALITIES.**

Broadly defined, there are two types of leadership style which can be applied at both the micro and macro levels of politics and management; Transformational and Transactional. These leadership styles were originally identified by Burns (1978), and have since been expanding upon by numerous other theorists (identifying behavioural patterns and leadership tactics of each). Burns stipulated that a transformation leader is one that identifies the collective desires and needs of a society, and strives to create a system that caters to and can be shared by peers and subordinates, offers a high level of intellectual stimulation, and identifies and acknowledges individualism amongst a population.

Transactional leaders –in contrast– incentivize those living under their leadership for displaying desired behaviours, in an attempt to craft a

society which adopts a predestined ideology which the transactional leader has envisioned. This is often associated with attempts to maintain the established order as it is, or to expand it outwardly, whilst maintaining the transactional leader's base ideology.

One example of a Transformational leader was Martin Luther King Jr. King was well known for his leadership qualities and charisma, but his leadership style was not that he pushed his ideologies onto the people around him, but rather, he would spend most of his time listening to the concerns of the people around him, acknowledge them, and then offer a cohesive solution that would benefit all parties involved. As a key player in the civil rights movement in America, Martin Luther King Jr identified factionalism within the black community (a by-product of marginalization and racism), which only served to be self-deprecating. Martin Luther King, as a transformational leader, helped to cater to the individual needs of each faction, and in turn, unite and transform the collective movement into something bigger than the sum of its parts. Ling (2003), described King as “the vital centre- a point of balance and unity”.

Although King is most well-known for his “I have a dream” speech, and this speech itself seems to present King as having a desired ideology that he wants society to adopt, which encourages and incentivizes

egalitarian values and civil liberties, however, it is well documented that behind the scenes, Martin Luther King was holding meetings with many different people with various different ideologies, and using the information he gathered at these meetings to create an adopt an ideology which would incorporate the needs of the individual, whilst simultaneously offering great benefit to the collective, and transforming the social consciousness.

Transformational leadership skills can apply not just to politics, but can also apply in business management. Where a transactional leader may arrest progress by only incentivizing the attitudes and behaviours they have seen previously, and those which maintain the status quo (with the leader at the top); a transformational leader is required to make true progress, boost morale and nurture innovation and progressive thinking.