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El liderazgo transformacional segun autores



¿Qué es el liderazgo transformacional?

El liderazgo transformacional es un estilo de liderazgo que se centra en el desarrollo y el crecimiento de los seguidores, así como en el logro de objetivos organizacionales a través de la inspiración y el empoderamiento de los seguidores.

Definición de liderazgo transformacional:

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Características del liderazgo transformacional:

- 1. Inspiración personal del liderazgo: el líder se inspira en una persona real que sea transformada para poder ofrecer un nuevo paradigma (estructura del liderazgo, habilidades y competencias) y un modelo de gestión que sea innovador.
- 2. La visión: el líder se inspira en un modelo de gestión que sea innovador.
- 3. El liderazgo: el líder se inspira en un modelo de gestión que sea innovador.
- 4. El liderazgo: el líder se inspira en un modelo de gestión que sea innovador.
- 5. El liderazgo: el líder se inspira en un modelo de gestión que sea innovador.

Estrategias y técnicas del liderazgo transformacional:

Concepto	Definición
1. Inspiración personal del liderazgo	El líder se inspira en una persona real que sea transformada para poder ofrecer un nuevo paradigma (estructura del liderazgo, habilidades y competencias) y un modelo de gestión que sea innovador.



Concepto de poder

- Según **Parsons**, el concepto de "poder se usa para referirse a la capacidad de una persona o grupo, por imponer de forma recurrente su voluntad sobre otros".

El poder lo obtienen los líderes con base en sus respectivas personalidades, actividades y situaciones en las que operan.

Es una fuerza intangible en las organizaciones. No se ve, pero su efecto sí se siente.

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[3] Northouse, Peter G: Leadership: Theory and Protica19 (7 ed.). Leader. 10, 285-305. This inspiring motivation is based on the explanatory confidence of leadership in the capabilities of followers to achieve ambitious realizations. Notes [1] Burns, James MacGregor. Initially, this factor was called "narism." When working with other people, find opportunities to help them explore, learn and grow. Fix, therefore, the lower level objectives that will enable the embodiment of higher level goals and, therefore, the vision of the organization. Develop an inspiring, challenging and attractive vision along with followers. Individualized consideration is to provide empathy and support for followers, listen to them and meet their unique needs. P. Bass (1985) Transactional and Transformational Leadership can be described as part of a continuum. What would we think? Improving motivation and production occurs through different mechanisms: binding followers with the mission and vision of the organization. Through the genuine expression of confidence in the capabilities of the followers. Establishing challenges for followers. Watching the needs of people, recognizing achievements and support them in their development. Stressing the innovation and participation of followers in the resolution of problems. Transactional Leadership Factors The transactional lead model includes four factors. The mission is the formal statement in which the proposal or reasoning of being of the organization is described. The vision of an organization is synthesized where it is to be directed. A first observation, to understand the scope of transformational leadership, is its difference with transactional leadership. New York: Free Press, 1985. Well, it is true that followers will not go Determining as these goals are, but your contribution will facilitate commitment to them. In this sense, they provide a mission to followers and a vision. An organization with a clear vision makes it possible for people who integrate it connect their tasks with this vision, giving it a higher sense. Imposing people in the realization of the vision make a clear and simple communication, providing inspiration and commitment. Transformational Leadership is a form of influence that motivates followers to achieve achievements that exceed those who can usually be expected of them. It raises the level of motivation and morality both in the woodworkers and in the follower (Northouse, 2016 [3]). The investigations of Lowe, Kroeck and Sivasubramaniam (1996 [4]), for example, showed that the perceived alloys as transforming obtained better results at work than those perceived as transactional. It is convenient that the vision formulation is shared with followers, allowing them to participate and contribute to identify the goals and ways of reaching them. What is the transformational leadership? The leading transformation inspires positive changes in followers, worrying about the tasks and well - as from theirs. The transforming leadership of the leadership of leadership allows you to get better results than the transactional. Ayal to achieve the goals; It is essential. To do this, the bladder maintains an open communication and prophesi challenges. How will we feel? This will facilitate your contribution to goals. Began When they are your strengths and your weaknesses. Allow people to speak. Train your followers and facilitate training opportunities in this way, they enjoy their strengths and facing weaknesses. Take advantage of the opportunities in which others can take the initiative of activities that lead them more with their current capabilities. These positive expectations on followers generate in these self-efficacy sensation when operating the so-called pigmalist effect, or rosenthal effect. Evoque in future followers attractive states. This is mainly due to the fact that transformational leadership seeks to get higher results than expected. Thus, the main characteristics of transactional leadership is the exchange between liedom and followers. Evidence of positive relationships were also found between transformational leadership and satisfaction, motivation and performance of followers (YUKL, 1999 [5]). Creating a mobile support environment and learning opportunities is imperative that you know your team well. Define clear and specific goals for both people and equipment. Respect for Leader and identification with this makes followers assume the mission and the vision raised by Leader. This stupid includes participation in trouble solutions. London: Sage, 2016. [4] Lowe, Kevin & Kroeck, K.Galen & Sivasubramaniam, Nagaraj. The transformational leadership of the intellectual stem supports followers, promoting them to develop innovative approaches to dealing with work situations. How to develop transformational leadership first is convenient to deepen self-knowledge. To formulate precise objectives, you can use the intelligent objective definition. In the same way, it must be concerned about your personal needs and motivations as well as with An environment of trusting mom. Similarly, you encourage you to challenge your own creations and values and to perceive problems differently from the usual. The transformational wool acts as a powerful model for its followers, both in behaviors and in integrity and values. He undertakes followers with the view of the wool, making him perceive as members of her. They are motivated to achieve challenging goals. Continue reviewing you and values. As a wool, help other people become bold. Start by developing the mission and the vision of the organization (or its department or organizational unit). This type of leadership "transforms" to people and organizations that affect values, emotions, are long and long -term goals. In this, it is similar to self -tantic leadership (with which it has elements in common), in fact being the à € e à € œ à € nescience of SIB one of its components. Consequently, they tend to improve performance. The concept of transformational leadership was introduced by Burns in 1978 in his leadership book [1]. Later, the bass expanded it and updated it in [2]. And it strengthens the commitment to the mission and the vision of the organization, regardless of personal objectives, focusing on the common interest, from a perspective is to be moral. 385-425. If your area is a department, it crosses the mission and the view of those established for the entire organization. Includes respect samples and the positive recognition and reinforcement of each person's contributions to the team's objectives. Sometimes the transformational leadership is assimilated in charismatic leadership. 1978. The transformational approach is fundamental to lead change processes. The idealized influence is the emotional component of transformational leadership. [5] YUKL, G. Correlates of transformational and transactional leadership: a meta-analotic review of the MLQ literature. For this, you can serve asking questions that anticipate a better future: à € "What would happen if in the perfect way of achieving our goals?" "Imagine that we come to the desired future. How are we? The quarterly leadership, 1996. Transformational Container Leaderance, Bernard M. Between the transactional leadership would be. Transformational leadership is characterized by its ability to make changes in both individuals and organizations and social systems. This consideration is individualized, keeping contact with each person frequently and favoring your permanent updating. Leader must convey a sense of competence and self-friendly. Sitting the goals followers in an area above personal interests, directed them to a higher goal than binding to the collective good. Thus, others will be confident and safe. Manage the conquest of the vision vision It is translated into targets and objectives d and different levels. I listened. Establish participatory mechanisms that allow people to make contributions. It can be surprised by the contributions they will do. The expression of full confidence in followers makes these expectations of self-efficacy and, consequently, feel inspired to achieve higher performance than usual. In this last approach, most leadership models (among others, the situational theory of leadership, the contingency model or the route goal theory) can be included. Build Sólidos and Confident Relationships à € à €

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