

Transformational Leadership

Transformational leadership occurs when leaders broaden and elevate the interests of their followers, when they generate awareness and acceptance of the purposes and mission of the group, and when they stir their followers to look beyond their own self-interest for the good of the group.

Transformational leadership is the most comprehensive theory of leadership and is supported by a large body of empirical research.

Most of us can recall an individual in our lives who inspired us to reach our fullest potential. However, we are often limited in our efforts to inspire others and we have to rely on extrinsic punishments and rewards to guide their behavior. Understanding the mechanisms and processes of transformational leadership will enable us to truly inspire those who work with us and enable them to reach their fullest potential.

Program Contents:

- Does leadership matter?
- What is transformational leadership?
- Analysis of feedback & personal development plan
- Becoming a transformational leader
- Mechanisms of transformation
- Value systems of transformational leaders
- Indian ethos as a source of enduring values (Upanishads & Gita)
- Karma Yoga: The Indian Work Ideal
- Case studies of transformational leaders

Pedagogy:

The pedagogy will be a mixture of lecture, group discussion, personal reflection, inventory based feedback, and real life case studies.

The workshop (preferably residential) will be conducted over two days for a group of not more than thirty participants.

Faculty:

Zubin R. Mulla is doctoral researcher at XLRI Jamshedpur in the area of transformational leadership and Indian culture. He has a degree in mechanical engineering and has a post graduate diploma in business management from XLRI Jamshedpur. He has over 8 years work experience which includes management consulting, executive training, and teaching in business schools. He has worked in change management initiatives for manufacturing and service industry and has managed large-scale programs such as TQM, TPM, Lean Manufacturing, New Product Development, and Six Sigma.

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