

# **Transformational Leadership: The Secret to Motivate and Harness Employees' Potentials**

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Motivation in the workplace is one of the top priorities in every workplace. When the employees are demotivated, they are probably unable to perform well. It affects the productivity of the office and the service delivery will suffer.

Hence, leaders always find ways to establish a highly motivating environment. This has been a perennial search for techniques to encourage employees to be at their best selves at all times. Unfortunately, if sluggishness at work continues to rise due to lack of establishing motivation to students, it boils down to more complicated issues that result in internal struggles of employees to perform better at their work.

The question now would be how the motivation of employees can be sustained and their potential can be harnessed? Various research studies have shown that transformational leadership became an antidote to workplace-related problems particularly in stimulating the motivation of employees.

Transformational leadership must be in constant practice, but what is transformational leadership anyway?

Transformational leadership can be illustrated as followers transformed to becoming leaders – the simplified explanation of what transformational leadership is all about. Moreover, based on James MacGregor Burns, the first who developed the concept and term of it, transformational leadership is a leadership that purports to develop followers to become leaders.

Further claimed by the proponent, the constant practice of it develops the motivation, working morale, and performance of the employees that will lead to producing high-quality services and outputs. In this approach, the leaders should act as role models to their subordinates and push them forward to achieve their highest potential. It establishes good working relationships between the office managers with their employees.

Since the leaders are the ones to be emulated by their employees, they set examples that will be followed by their employees. They can know how to do certain tasks since it is already accomplished by upper-level management. They already have ideas to perform tasks and are even much better to their leaders.

As the leaders and employees shared the common values and goals, they worked collaboratively on the achievement of their office targets. Through transformational leadership, it sets higher standards that result in positive working relations.

In the article titled “How does Transformational Leadership relate to Motivation?” by Jeremy Bradley, the author of two bestselling novels such as *A Dragonfly’s Wing* (2020) and *My Memory*

Told Me a Secret (2019), through the employment of transformational leadership in office management, it encourages intrinsic motivation among workers. Intrinsic motivation happens when employees are appreciated by the management. The employees will exert more effort at their work as it is recognized by their bosses.

The bosses may, for example, give credit to the unwavering hard work and dedication of their employees by giving them recognition or bonuses at the end of the year for their excellent working services provided. On the other hand, even if there were no external motivators, transformational leadership enabled the employees to perform better as their employees looked at them as role models worthy of admiration and emulation.

Based on the Harvard Business Review article titled “4 Actions Transformational Leaders Take”, the transformative leaders can bring out the best performances of their employees as there will be shared mutual respect and understanding between the boss and the employees.

For example, when the bosses are about to present their target deliverables in a year, they designate the big challenges to their employees for them to practice good decision-making and management skills. So, if there is a crisis that strikes and the top-level management might be understaffed, all of the employees are capable of performing and addressing the possible issues.

The leaders trusted their employees to excel in their field and slowly developed them to manage the operations of the office. It exudes harmonious relationships in the office as everyone becomes an expert and has an equal time to shine on their own. Through this approach, the employees will realize their full potential and be able to put into practice excellent work that will contribute to the realization of the goals of their office. These practices will have a ripple effect on the success of the day-to-day operations as everyone is already oriented on how to perform like a true leader. In a nutshell, everyone in the office is considered a leader who will be able to manage any transaction, especially in the absence of their bosses.

It is indeed now that transformational leadership has become the trend. This style of leadership does not put the employees in the limited corners of the Office. Instead, the leaders develop the next generation of leaders who possess excellence and quality service delivery to their target clientele.

With these leadership styles, everyone has the chance to shine on their own. The spotlights are for everyone as all of the staff has been developed to become a leader. Of course, the leader shall possess and practice high etiquette at work as they become the role models that will be followed by their employees. So instead of boxing the employees in their cubicles, the leaders should start to develop their employees and start to harness their potential. After all, that is what a true leader is all about.

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