



Choices We Make As Transformational Leaders

Will you be worth following?





Two types of transformational leaders

You're either going to change the people or change the people.

What does this mean for today's leaders?

Transformational leadership can best be defined as **"a leadership approach that causes change in individuals and social systems."** The goal is to make a transformation within a company, but how a leader does it can happen in a few different ways.

The Elon Musk Approach.

This is the leader who comes in and fires everyone to start fresh. As Elon Musk has done with Twitter/X, this is the leader that changes the company by changing who is part of the company. They start over with new people who buy into the new vision.

The Simon Sinek Approach.

This is the leader who comes in and makes an impact on people who are already there, transforming the company by putting emphasis on things like values, purpose, and growth. Simon Sinek is known for his advice to not fire people as layoffs destroy the culture. His approach is to build a strong culture through your own actions. "Actions are verbs, not nouns."

There are many other examples of transformational leaders in our world today. There is no wrong way to approach transformational leadership. What is important, however, is that you create followers into leaders.

Leaders worth following.

3 Always-On Qualities of Transformational Leaders Worth Following

These are the top three things that position you to positively impact the lives in your circle, making you a transformational leader worth following.



01. A confessing self-awareness.

Leaders are more self-aware than ever before. As a leader today, this idea means you don't rely on your own self-awareness, but you welcome blind spots to be revealed through others. **Feedback is a fuel for success.** Feedback can help you improve. Seek out truth-tellers in your life to help you see the blind spots.

02. A convincing growth mindset to learn what you currently do not know.

This is also known as becoming a lifelong learner. Always be open to learning from those around you. Do you have a strong desire to learn what you do not know? Read books, listen to podcasts, and most importantly, be open to meeting and learning from other leaders. One of the best things you can do as a leader is find a strong mentor to learn from.

03. A courageous motivation to try new things.

Our world today requires transformational leaders who are worth following to have the courage and motivation to try new things. This is about experimentation as things are constantly changing and often we're dealing with things leaders have never dealt with before. While there will always be challenges for leaders, the challenges we face look different than they did just 1-3 years ago. The best way leaders can continue to transform themselves is through their desire, motivation, and courage to be curious and to learn. Be able to say, "I don't know." And be ready to ask the questions that will help you grow.

Not everybody has a growth mindset, but a transformational leader worth following absolutely does.

When you're able to demonstrate self-awareness, a growth mindset, and a courageous motivation to try new things, it is inspirational for those who are also in their leadership journey. It also helps you become a truth-teller to those around you.

Demonstrate these qualities yourself through your actions. When people see it, they'll be more willing to do so themselves. You're not only a leader worth following yourself, but you're creating more leaders worth following. That's how you make a transformational positive change.



What other leaders in Atlanta are saying

We asked a few leaders around Atlanta what they would use to describe a transformational leader, and here are the words they used:

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|---|---|--|
| <ul style="list-style-type: none">• Vulnerable• Ignorance based confidence• Adaptability• Memory, discipline, will | <ul style="list-style-type: none">• Trusting AND trustworthy• Fluidity• Ability to maintain mental and physical health under intense stress | <ul style="list-style-type: none">• Galvanization of the team• Empowerment to bring more people in to carry more load• Ability to live and lead in ambiguity |
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2023 hasn't been easy for most businesses.

But transformational leaders are the ones making positive impact.



Today's business challenges are real:

- Economic pressure and uncertainty
- DEI
- Wage growth
- Technology advancing by the minute
- Employee engagement and productivity

So what does a strong transformational leader do about it?

Be adaptable.

Things are changing by the minute and it can be easy to get overwhelmed. Adjust your strategies and processes to align with the challenges you and your team are facing. Focus is essential.

Be specific about company values and share them often.

Lead by example here. Model the behavior and values you expect from your team. When employees see their leader actively living the organization's values, they are more likely to follow suit. Ask your employees what the company values are. Can they quickly name them?

Foster a positive environment.

Create a culture and positive work environment where diverse ideas are valued, and individuals feel respected and supported. Transformational leaders understand the value of team.

Be clear with feedback to your team.

Approach quarterly conversions with 2 questions - What's Working? and What's Not Working? And remember, leaders worth following praise in public, critique in private.



At Handler, our core purpose is to change lives through positive impact by becoming and delivering leaders worth following. We hope to impact 5,000 lives by 2025.



Ready to hire your next leader worth following?
Reach out to our CEO.

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