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**OL600**

## **Snowball Questions**

### **Week Eight**

**1. List the criteria necessary to become a transformational Leader.**

**Answer:**

Transformational leadership really is about inspiring followers to accomplish great things. The criteria needed to become a transformational leader are: Idealized Influence, charisma, inspirational motivation, intellectual stimulation, individualized consideration, contingent reward, constructive transactions, management-by-exception, corrective transactions, Laissez-faire (hands-off—let things ride).

**2. List how transformational leaders differ from transactional leaders. Answer:**

Transactional leaders are influential and does not individualize the needs of the followers nor focus on their personal development. Transactional leaders exchange things of value with subordinates to advance their own as well as their subordinates' agenda.

**3. In the Peter Block article "From Leadership to Citizenship" in the Spear book, he advocates a shift of focus from leadership to citizenship. What kind of transformation or transactional leader would it take to make this happen? Describe the person.**

**Answer:**

The transformational leader in this example would have to be able to create and articulate a vision, be accountable for the well-being of the group, set and pursue goals that sustain the

organization, establish boundaries and limits, create structure and be a role model for the transformation.

This type of leader would have to look out for the needs of the whole and forge partnerships with others.

**4. After reading the Wren assignment. Discuss your basic philosophy on leadership. How can you apply it to your workplace tomorrow?**

**Answer**

I believe that leaders need to be visionary. They need to ask good questions of their followers and really listen well. They need to be pro-active in making a difference and show that they really care for all members involved.

I can do this in my workplace by listening to everybody I work with, including my customers and co-workers. In doing so, I can ask better questions to pursue goals that create a better and more productive environment for all involved.