

# TRANSFORMATIVE LEADERSHIP

## WHAT IS TRANSFORMATIVE LEADERSHIP?

Transformative leadership is a leadership approach that involves self-awareness of predispositions, actively seeking and valuing multiple perspectives to inform decisions, and fostering effective collaboration with others. Transformative leadership promotes a culture of belonging within an organization, and ensures that all employees feel heard, respected, and supported.

### *Transformative Leadership: Leading for Lasting Impact*

17%

INCREASE IN TEAM  
PERFORMANCE

20%

INCREASE IN DECISION-  
MAKING QUALITY

29%

INCREASE IN TEAM  
COLLABORATION

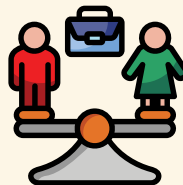
76%

DECREASE IN STAFF  
ATTRITION RISK

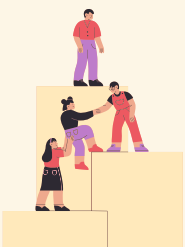
## TRANSFORMATIVE LEADERS CULTIVATE ENVIRONMENTS WHERE...



Different perspectives and viewpoints are encouraged and help to inform decision-making



All team members have equal access to work and professional development opportunities



Employees feel valued and are empowered to reach their full potential



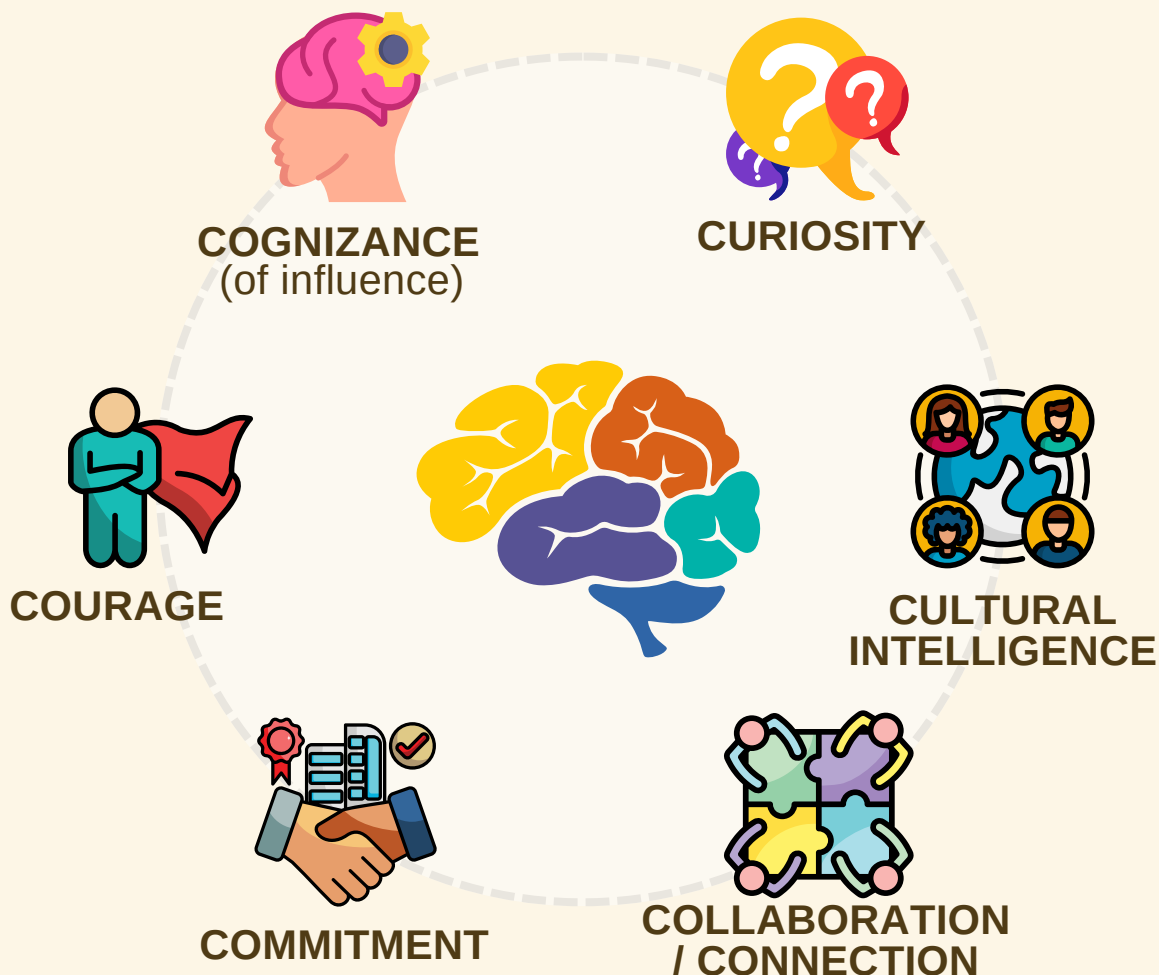
Interrupting harm (bystander intervention) is modeled and encouraged

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## HOW DOES TRANSFORMATIVE LEADERSHIP AFFECT STAFF RETENTION?

Transformative leadership strengthens retention by fostering a workplace where employees feel a genuine sense of belonging and purpose. Open communication and fair decision-making drive engagement and job satisfaction, encouraging long-term commitment. By fostering collaboration and embracing a variety of perspectives, leaders inspire innovation and loyalty. Organizations that prioritize people-centered leadership not only reduce costly turnover but also attract and retain top talent, ensuring lasting success.

## 6 KEY CHARACTERISTICS OF TRANSFORMATIVE LEADERSHIP



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### CURIOSITY

A willingness to embrace a mindset of continuous learning, actively seeking out innovative ideas while valuing unique perspectives

### CULTURAL INTELLIGENCE

An understanding of and respect for the complexities of cultural dynamics and the ability to navigate them while enabling adaptability and responsiveness to varying perspectives and environments

### COLLABORATION / CONNECTION

A focus on building meaningful work relationships and encouraging teamwork while leveraging the individual strengths of team members to achieve unit or work-based objectives

### COMMITMENT

A deep dedication to driving meaningful and sustained improvement for consistency of structure while fostering a culture of growth and opportunity for all employees

### COURAGE

A willingness to take bold, principled action in the face of uncertainty, advocating for what is right even when it is difficult

### COGNIZANCE of influence

A commitment to impartiality and thoughtfulness in decision-making with an awareness of personal predispositions and a dedication to ensuring all viewpoints are considered to build trust and beneficial outcomes for everyone