Germany has integrated transformational practices in education and business. Study findings by Lauer & Wilkesmann (Ref-u195999) recognize this as being a governmental incentive, meaning there must be an appropriate level of governance to achieve the double-loop approach to learning. Inspirational motivation is linked to governance, as well, where these study findings focusing on Germany tend to argue that there must be some semblance of guidance by the government (Ref-u195999). Transformational leadership and methodology of learning has been highlighted as a best practice as comparable to transactional leadership (and the connected methodology). The realization that governance is necessary as an element, however, is foundational and links Germany to more government incentive to motivate learning and growth in the business environment.