The main purpose of the paper

There are three theories concerning leadership that have been developed by researchers:

1. Resilient leadership theory
2. Transformational leadership theory
3. Transactional leadership t

The main aim of the paper is to identify the similarities between these two theories.

The reason why the author wants to identify the similarities is this:

The author assumes a priori, that the purpose of the discussion of these leadership theories, is to improve organizational performance.

If our goal is to use leadership theories to improve the performance in an organization, then it would be best if we could narrow our focus down to as few theories as possible, to make it easier for us to apply them practically in our organization and see the results.

The author has an initial hypothesis that resilient leadership theory is actually just an effective mixture of the transformational-transactional leadership theories.

For this reason, the author wants us to stop perceiving resilient leadership theory as an entirely different leadership theory that must be discussed differently and applied to improve organizational performance.

Instead, the author wants us to focus our discussion solely on transformational-transactional leadership theories and how they can be applied to improve organizational performance because by doing so, we are also covering resilient leadership theory since resilient leadership theory is just a mixture of the transformational-transactional leadership theories.