

BURN'S TRANSFORMATIONAL LEADERSHIP THEORY

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OVERVIEW

- A famous political historian, **James MacGregor Burns**, is the **first** person to introduce the concept of **Transformational Leadership theory** in **1978**.
- **Also known as the father of transformational Leadership**
- Burn proposed that the mutual help concept between leaders and subordinates boost and advance motivation level of both leader and followers.
- In the case of the right direction of the Transformational leadership of leaders, both leaders and subordinates will contribute to the development of each other by increasing morale and motivation level to achieve a common vision.



OBSERVATION OF THE THEORY

- Under his theory, Burns observed that leaders utilize the transformational leadership style to not only design a long vision but also for the
- empowerment of their subordinates,
- training, and development of subordinates
- to enhance and transform their abilities to the maximum extent, and for cultural change



ASSUMPTIONS OF THE THEORY

- A leader with a position of high morals motivates people to a great extent and this makes people follow him/her in full zeal.
- It is always better to work as a team for a shared or common vision for better results and performance as compared to work as individuals.



LEADER'S QUALITY

- Increases the awareness of followers for desired outcomes and the process to reach them.
- Motivates followers to look beyond their interests by keeping the interest of the team, organization, and society on priority.
- Changes the level of need of followers from lower-level i.e. from safety and security to higher-level i.e. achievement needs and self-actualization on Maslow's need hierarchy levels
- **Burns took the base of Transformational leadership theory from the theory of Abraham Maslow which was based on human needs.**
- As per Maslow, human behavior can be predicted by needs and searching for means to achieve them. Burns in his research concluded self-esteem and self-realization are the main factors or needs of these leaders to obtain success



DIFFERENT THEMES OF THE LEADERSHIP

- **Power and motive:**
- Power needs to be controlled or restricted because of human purpose.
- **Leadership as a mutual purpose leadership:**
- Burns also differentiated Transformational leaders and just Power-rulers.
- Transformational leaders take priority to satisfy the motives of subordinates whereas power-rulers look for satisfying their own personal motives
- **Leadership as a moral attempt:**
- Leadership is not misusing and overuse of power but to support and develop subordinates as a moral attempt.
- Burns was the first person to introduce '**Moral purpose**' in leadership style and studies that were not taken into consideration in previous leadership researches



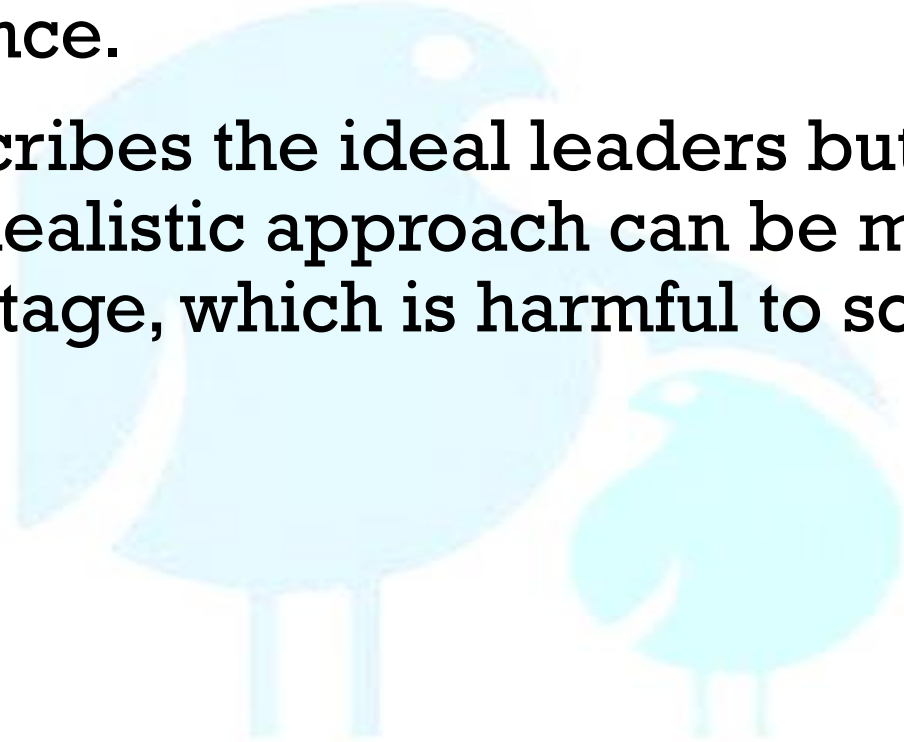
DIFFERENT TYPES OF THE LEADERS

- **Reformist:** Are the Transformational leaders who transform a big part of society or huge numbers of subordinates for high moral values.
- **Intellectualists:** These leaders use their intellect capabilities to transform people i.e. with their intellectual thoughts, values, and vision; they can fulfill the society's needs.
- **Revolutionist:** These transformational leaders transform the whole aspects of society rather than just a single aspect which includes inspiring subordinates for sacrifice for the betterment of everyone.
- **Charismatic or charming:** These transformational leaders are considered as role-model or superheroes by their subordinates.



CRITICISM

- Burns Transformational leadership is based on moral values and ideas. It was criticized for its authenticity and lack of supportive evidence.
- It describes the ideal leaders but failed to describe that power and idealistic approach can be misused by these leaders in the later stage, which is harmful to society.



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